

The Journal of **ELECTRICAL WORKERS AND OPERATORS**

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VOL. XXXII

WASHINGTON, D. C., AUGUST, 1933

NO. 8



Courtesy U. S. Army Air Service

Workers' and Consumers' Stake in **MUSCLE SHOALS**

by Chairman Arthur E. Morgan & Others..

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Magazine Chat

Well, our correspondents did it again. Despite the heat, un-employment, new problems, the scramble for bread, the facing of rapid changes incident to the National Industrial Recovery Act—this Journal is full of bright, interesting, informative letters. Long ago our writers learned the lesson of co-opera-tion.

We all must keep pretty close to the Journal these coming months. There is much to be drawn from this common pool of knowledge. This office is making every effort "to know"—to get the facts—facts that will lead to wise and profitable action. It is unreasonable to believe that any member will want to neglect the official pub-lication in these stormy and crucial weeks.

The strength of the union is disciplined co-operation, and now more than ever this strength must be exercised. What organized labor does in the next few months is going to be mighty important—to itself. It can only act wisely by acting as a unit on right information.

This number contains 48 pages, you will note—an in-creased size indicative of the press of business at the Inter-national Office. The change of administration in the union, the problems incident to new codes, the increased activity toward organization, Muscle Shoals—all of these demand more at-tention, and space. Thus we go forward, and, we hope, prosper.

Every member can do him-self and his union a service by reading his Journal religiously, and by acting intelligently upon what he reads. This is the year, the month, the day, the hour. No slacking.

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DANIEL W. TRACY
Houston, Texas,
President, International Brotherhood of Electrical Workers.



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WASHINGTON, D. C., AUGUST, 1933

No. 8

Tennessee—Fragment of Vast National Plan

By HONORABLE ARTHUR E. MORGAN, Chairman, Tennessee Valley Authority

THE economic and social development of the Tennessee River basin will play a most important role in President Roosevelt's "planned future" for the nation. It embodies long-range planning and stimulation on a scale never before attempted in America.

This regional renovating will not be limited to Tennessee, but will take in the valley bowed to the sweep of that river through six other states—Virginia, North Carolina, Georgia, Alabama, Mississippi and Kentucky. It will vitally affect some 2,000,000 residents of that area and have a considerable influence on the people of the United States as a whole.

The development has these main objectives:

1. A "new deal" for the inhabitants of the Tennessee river basin.
2. Development of methods for other regional planning.
3. Improvement of agriculture and proper utilization of marginal lands.
4. Coordination of agriculture and industry along practical and permanent lines.
5. Development of domestic industries to supplement agriculture in providing local employment.
6. Utilization of Muscle Shoals as a yardstick in determining the relative costs of public and private power operations; distribution of its power to the greatest number of people at the least possible cost, and conservation of its national defense assets.
7. Production of cheap fertilizer and fertilizer materials.
8. Opening the Tennessee river to an economic maximum of navigation.
9. Maximum flood control.
10. Promotion of reforestation and methods of retarding soil erosion.
11. Conservation and utilization of the basin's mineral and other natural resources.

Upon the outcome of the Tennessee Valley undertaking depends national planning for the future. The effort to improve the economic and social order can only be sectional; it cannot be begun in general but must start specifically. The Tennessee Valley is ideal for this initial step in large scale development.

If any person is entitled to a new deal it is the "forgotten man" of the Tennessee river basin. Descendants of the

Muscle Shoals enterprise viewed in its relation to national plan, and in relation to other sections of the country.

best pioneer stock our country has produced, the people of this area have always been hardy, patriotic, honest, hospitable and independent. They have never asked for help, and do not ask it now. But it is in the interests of the country as a whole, as well as their own interests, that Uncle Sam now offers them assistance in making the most of this zone of super-power potentialities and one unusually rich in natural resources.

Cradle of History Included

The sphere of projected influence extends into "Appalachia," that romantic region of fearless and virile mountain people which helped mold such characters as those of Abraham Lincoln, Chief Justice John Marshall, Daniel Boone, Patrick Henry and John Sevier. Here ordinary comforts have long been denied the inhabitants by difficulty of access and land reluctant to produce. The authority's program seeks to remove this isolation through the medium of good roads and other contacts. It will strive to speed up the educational process there as applied to trades and elementary schooling, proper health and sanitation precautions and improved agricultural methods. Such efforts will be in the nature of unselfish assistance, wise counsel and practical demonstration looking toward self-help and self-direction, with emphasis on the development of local leaders with ability to face new conditions.

The area as a whole may be said to contain the backbone of a rural posterity which must, somehow or other and to a greater or lesser degree, be provided with local enterprise in order to find a proper balance between agriculture and industry. By way of experiment in domestic industry, the authority contemplates starting small projects which will utilize part-time labor in turning out furniture, clothing and other products that may be absorbed locally. Providing supple-

mentary income will tend to keep the valley people at home and so reduce the number of "floater" workers who add to the acuteness of the unemployment situation in the cities. War-time and post-war prosperity attracted many valley residents to the industrial centers, but the subsequent depression has driven a considerable number back home where they are unable to eke a living from the land. It is the authority's policy to give work, as fast as it develops, to the local unemployed.

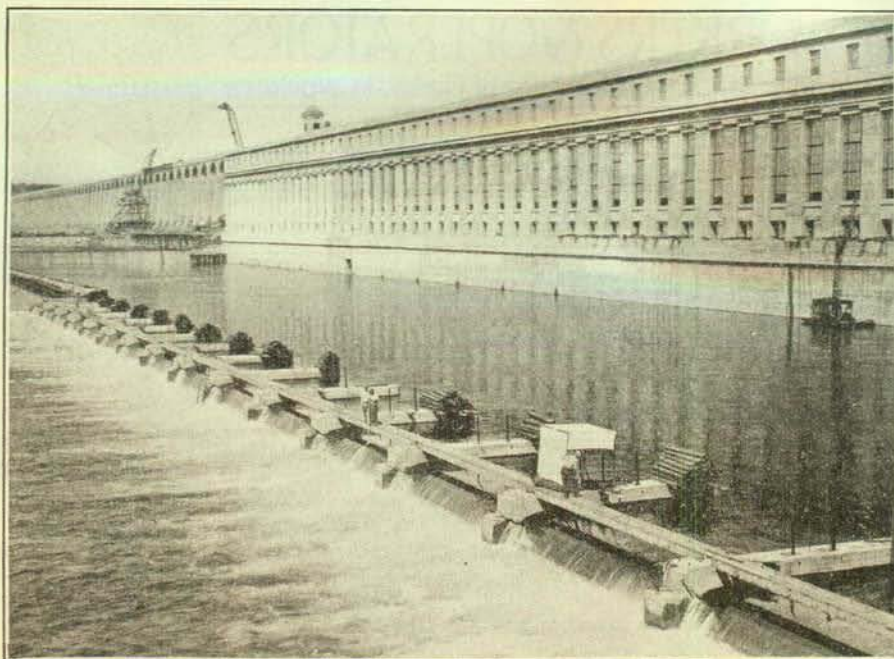
Cove Creek Dam First

The first major project will be construction of the Cove Creek Dam and reservoir, just northwest of Knoxville. Generation of power will be incidental at this upstream unit, which has for its primary purpose flowage control to insure even flow of water throughout the year and in that way aid power distribution and navigation, and at the same time minimize the flood control problem not only on the Tennessee River, but also in the Mississippi River basin.

The Tennessee River, one of the mightiest of American streams, drops almost as many feet as it is miles in length. For that reason it has immense power, illumination and transportation possibilities. In the rehabilitation of Muscle Shoals as a power and national defense asset, the authority plans to utilize the heavy government investment there to make practical demonstration of the production of energy and fertilizer under public operation. Transmission lines will make its "white coal" available to communities and isolated homes, so that far-flung farms and factories will alike benefit from this particular phase of the development.

The Tennessee River basin is ideally located, being in the heart of the new Southern industrial region and within short haul of the centers of population. Close by the river lie some 40 minerals essential to industry.

Vocational training enters in tentative plans for offering workers on various projects instruction in the trades. Volunteer students all, they will have a choice of carpentry, electricity, plumbing and other crafts in leisure time. It is believed that such training will not only result in more efficient work on the jobs in hand but will make a large num-



Courtesy Southern Railway System

The Formidable and Impressive Front of the Great Power House at Muscle Shoals.

ber of trained workers available to the localities.

To insure the proper social balance, it is contemplated to ultimately lend a helping hand to the reorganization of village and county administrations to fit in with the all-inclusive progress, just as towns, highways, railroads, etc., must be located and re-located to conform to immediate construction projects.

Operations in the Tennessee Valley should not be confused with emergency recovery steps where speed is a dominant factor. The valley development is a long-range and complicated proposition. It must start from scratch, so to speak. So much is at stake that formulation of policies will require considerable study and research.

In its national aspects the Tennessee Valley experiment is to demonstrate the value of sectional planning, and to produce a basic program which can be applied to other regions. In seeking a proper balance between industry and agriculture through development of domestic industry and proper utilization of marginal lands it hopes to show the way for the excess city population to go back to the farm with assurance of a reasonable livelihood. Development, utilization and conservation of the rich resources of the valley will be a boon to industry in general. Re-forestation and methods for retarding erosion will not only set a criterion for the nation, but linked with flowage control, will serve to reduce the flood menace in the Mississippi as well as the Tennessee River basin.

Scope of Enterprise Broad

There are untold benefits for the country in the production of power at Muscle Shoals, thereby making the government investment there pay dividends in the form of cheap energy. Economical power will do much toward

eliminating drudgery and bettering the lot of the people both within and without the valley area. The incidental production of cheap fertilizer would be a direct gain for every farmer in the country. With it all the country would be assured of a national defense asset kept in standby condition.

As previously pointed out, keeping the valley people contented at home will alleviate unemployment distress elsewhere. Though available work in the valley will go to local residents as far as possible, there are national advantages. Much of the money spent for materials, tools, wages, etc., will find its way outside of the valley. Projects will require steel rails from Pittsburgh, auto trucks from Detroit and road-building

equipment from St. Louis. Things that the workers use will be mostly drawn from the outside—shoes from New England, textiles from the South, and house furnishings from Grand Rapids, etc. Foodstuffs will come from California to Florida, meats from Chicago, wheat from the plains, dairy products from the Northwest and cornbelt products from the Middle West. This will mean increased business for railroads, waterways and motor truck transportation.

The indirect benefits will be many. Naturally, the more people put to work the more needs grow. As standards of living improve so consumption of goods increases. Conveniences create a market for comforts. All of which help to balance trade, a balance now needed as much at home as abroad.

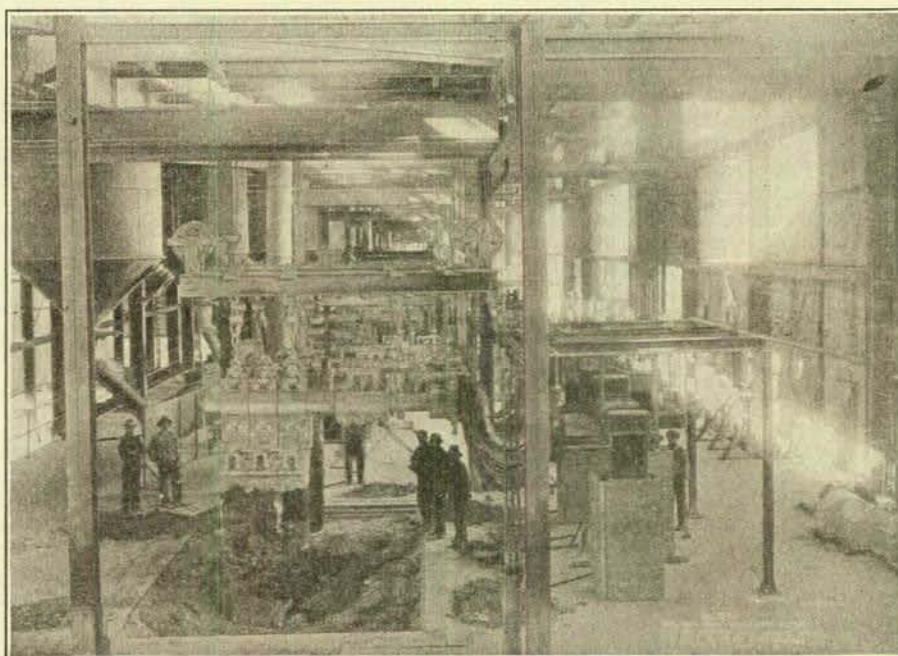
Felix Mendelssohn was not a bit "sentimental," though he had so much sentiment. Nobody enjoyed fun more than he, and his company was the most joyous that could be.

One evening in hot summer we stayed in the wood above our house later than usual. We had been building a house of fir branches in Susan's garden up in the wood. We made a fire, a little way off it, in a thicket among the trees, Mendelssohn helping with the utmost zeal, dragging up more and more wood: we tired ourselves with our merry work; we sat down round our fire.

"If we had some music!" Mendelssohn said, "Could any one get something to play on?" Then my brother recollected that we were near the gardener's cottage, and that the gardener had a fiddle. Off rushed our boys to get the fiddle. When it came it was the wretchedest thing in the world, and it had only one string.

Mendelssohn took the instrument in his hands and fell into fits of laughter over it when he heard the sounds it made. His laughter was very catching; he put us all into peals of merriment. But he, somehow, afterwards brought beautiful music out of the poor old fiddle, and we sat listening to one strain after another till the darkness sent us home.

—Reminiscences of Alice Taylor.



Courtesy Southern Railway System

A Modern Electric Furnace in Nitrate Plant Number 2 at Muscle Shoals.

Muscle Shoals—A Vast Consumer Venture

By RICHARD M. BEARD, L. U. No. 3, New York City

Richard Beard is an engineer of national reputation, who has also been a union man for nearly 40 years. He is an inventor, and has been an employer as well. He measures the scope of the Muscle Shoals project in an accurate and interesting fashion.

AS members of the International Brotherhood of Electrical Workers we are engaged in two sciences. As electricians we are employed in the science of applied electricity, and as union men we are engaged in the science of applied sociology. I make this point early in a discussion of the Muscle Shoals enterprise, because I see an opportunity for progress there in the two sciences in which we as men are making our way.

Not without bumps and shoe-tearing and foot-turning rocks in the path have we made progress in the past, and the better paved highway of the future may still have pitfalls that are now unseen.

The purpose of this article is to survey the vast field, electrical and sociological, which, after so many patient years of pioneer endeavor on the part of the great and progressive Senator Norris,

Electrical engineer conceives Tennessee project as a problem in distribution. He measures huge sociological gains to seven states—and to the nation.

of Nebraska, will now be opened up under government auspices.

Hydro-electric development on a huge scale is by no means new. Neither is river improvement for navigation purposes a novelty. Nor yet is flood control to prevent devastating loss of life and property a matter that has not been pioneered in. In fact, Dr. Arthur E. Morgan, chairman of the Tennessee Valley Authority, a government corporation which will take over and carry forward the vast Muscle Shoals project, is a flood tamer of renown. And a fitting thing it is for him to head the Authority.

Something New Under the Sun

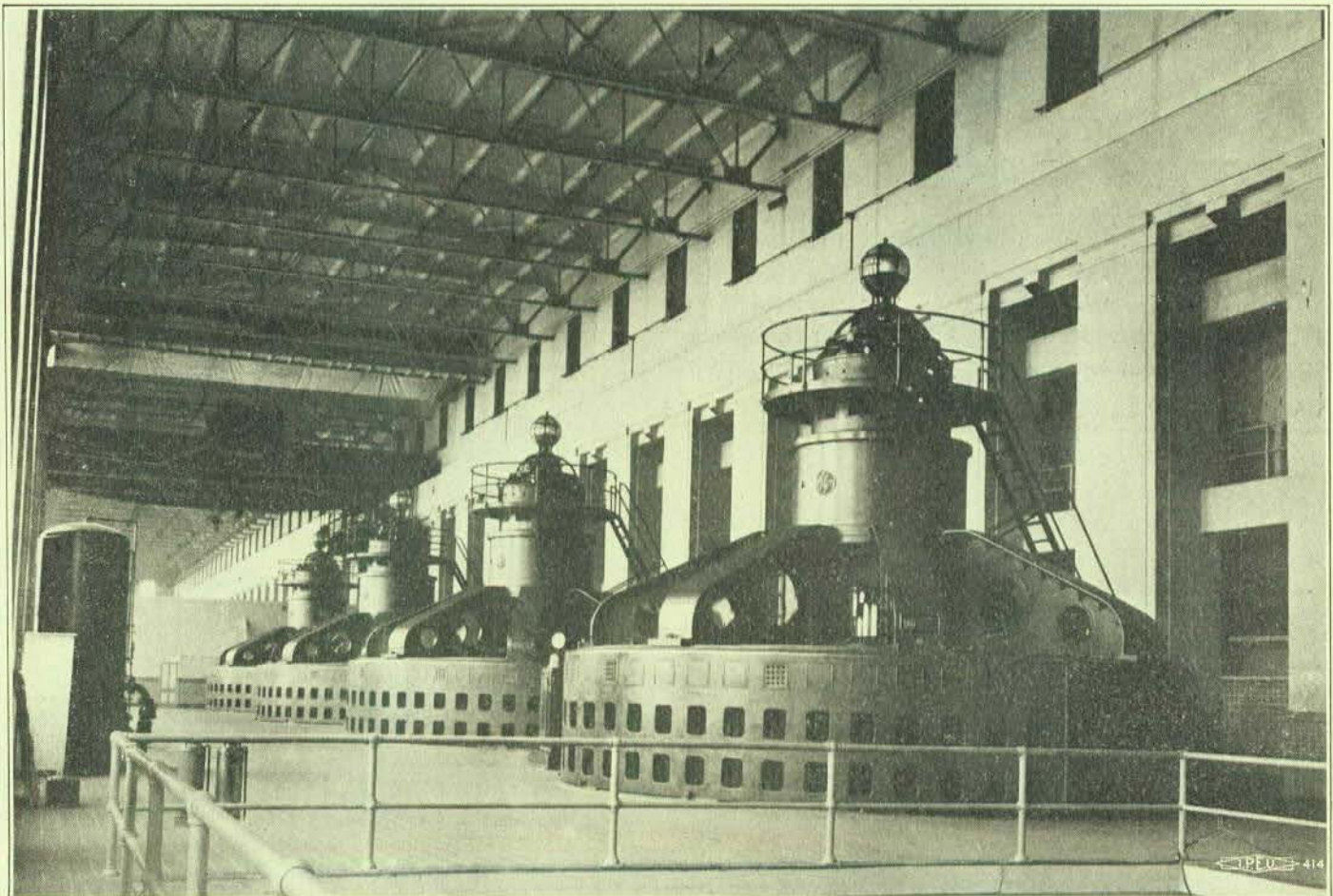
But the combining of hydro-electric development, river improvement for

navigation, reforestation and reclamation of waste lands, prevention of soil erosion and loss of fecundity in productivity, and flood control, with a vast sociological experiment of the people, for the people and by the people, is new.

Primarily, the project is one of flood control, but the other features link up with it naturally. Forces which uncontrolled are destructive are bent scientifically to supply the needs of man. Saving of life and property blends in with the creation of life and happiness. It is a more scientific hook-up with the forces of nature.

Promptly to link up the present with the future Dr. Morgan has already projected a model city to be built near the site of Cove Creek Dam on the Clinch River near Knoxville. The primary purpose of this village which promises soon to become a city is properly to house the workers while engaged in building the new dam and hydro-electric plant. At the very outset also a transmission line is to be provided for connecting the present Wilson Dam at Muscle Shoals with a new site at Cove Creek which is in the upper reaches of the Tennessee

(Continued on page 349)



These Huge Generators Gather the Force of the Flood at Muscle Shoals; four ATB-72-32,500 KVA-100 RPM-FORM V-12,000 V. Generators. Wilson Dam, Florence, Ala.

Courtesy General Electric

PRESIDENT BROACH RESIGNS

His letter of resignation to the Executive Council is here published in full. A statement from the Council, accepting the resignation and filling the vacancy, appears on page 313.

July 10, 1933.

To the Executive Council,
International Brotherhood
of Electrical Workers:

This is my resignation—and I must insist it be accepted. I ask to be relieved as soon as possible. I feel I have a right to expect this.

This decision is not sudden, as you know. I have long wanted to resign. But each time I was persuaded otherwise. It's not easy, as you must know, finally to bring myself to this unpleasant step. But I feel I simply must.

Almost two years ago I suffered a nervous and physical breakdown. I would have resigned then—but I felt I must wait until conditions somewhat cleared and improved. And they are now improving with each day. We are again operating without any increasing deficit. Our income is meeting our outgo—and the worst of the storm is behind us.

It was a long struggle to regain my health, as you know. Since then I have been up and down. The strain has been especially heavy and depressing in these times—and if I continue to carry on as President of this organization, another breakdown is inevitable. This would benefit neither the organization nor myself.

Nearly four years ago when former President Noonan died, I wrote in our JOURNAL that

"Not many understood just why I did not want to succeed him, why I offered every reason and excuse I could to avoid it. I have been in a position to know the heavy load * * * I know something about the pains, the grief and heart-aches. * * * I know the price, the penalty that must be paid. I simply felt I had enough of it.

"I know something about the wear and tear of this work, how quickly it takes effect. * * * The atmosphere of controversy, the smoke and poison filled conference rooms, little sound sleep * * * traveling on trains when ill and worn, piles of mail filled with documents, requests, pleas, complaints and troubles of all sorts—all take their heavy toll, almost before one knows it. No line of work produces more shattered nerves and broken health.

"Former President McNulty died a young man. Ford, at 47, was a nervous wreck when he could no longer carry on. (Ford also died in less than three years after I wrote those words.) A long list of other cases of shattered nerves, broken health, quickly destroyed youth, even suicides and wrecked homes, could be cited. The crowds see us only from the platform and the printed page."

In March, 1930—three months after I accepted the presidency of the organization—I wrote in our JOURNAL that

"Perhaps this is too personal. But I'll take the chance. I see how this work has hit such men as Bugniazet and Ford—my close friends and associates. I see the answer. It makes me think a great deal. I begged to be let alone. The load was enough as it was. * * * I had rather earn very little and live a quiet, normal, healthy life."

We lost a president and four vice presidents in a space of 33 months. One of these, Wilson, shot himself to find relief from the worry and grief. Before pulling the trigger he wrote: "Don't worry about me. I got tired and have gone for a long rest." Nervous breakdowns among our International men have been numerous in recent years. Some of them have not yet recovered. One poor devil—Murphy—slashed his throat before we could help him.

The thing hurting me most has been the suffering of our members and their families, while we sit powerless to provide them with relief and jobs. Nothing has caused me more worry and grief. Nothing has left me so depressed and made me feel so helpless.

From my office, day after day, night after night, I have turned my mind's eye to the devoted and tireless men throughout this organization, many of whom I have come to know personally. I have seen and felt them and their families going through all the agonies and tortures of hell—but remaining loyal to this great organization. It has been their loyalty, devotion and faithfulness that inspired me to carry on when worn and thoroughly exhausted.

I cannot forget these things. I cannot forget the many kindnesses, courtesies and friendships I have enjoyed since entering this organization as a boy of 16. I first became a local recording secretary, next a business agent, then an International Representative, next Vice President, then President. Naturally through the years this organization has become a vital, breathing part of me.

Because of all this, I simply cannot place in your hands the usual cold, formal note of resignation. And if I appear too sentimental or emotional, I know you will fully understand.

Naturally I am happy in feeling that I have contributed, as best my abilities would permit, to

the growth, progress and success of this organization. I have seen it go through many fires. It has been a source of keen pleasure to see it grow from a mere weakling into the powerful, respected and competent organization it is today. Frankly, we have weathered the long storm of depression far better than most of us believed we would.

I have no thought of complaint. I have been treated exceedingly well. The whole organization has been exceptionally kind to me through the years. But I simply feel the nervous strain, worry and responsibilities of the presidency are more than I am willing to continue to shoulder. I am determined not to suffer another breakdown. To avoid this would mean neglecting the duties of the office, which I am unwilling to do.

It's not so much the hours worked. It's the ever-present tension, worry, uncertainty, expectancy, the life of controversy. Responsible labor leadership keeps a man "keyed" up most of the time. He never knows when he will be called out of bed, what will break next. Things are always coming unexpectedly, suddenly. Always he is the object of severe hostility, trickery, flattery, and the meanest, most vicious stories and misrepresentations.

I feel no other work levies such an emotional tax. This is well shown by the many nervous and physical wrecks on all sides. Outside of our own organization there was President Huddell of the Engineers, President Canavan and Secretary Green of the Theatrical Stage Employees, President Johnston of the Machinists and a long list of other International heads. Many cases of local officials could also be mentioned. Truly a man must have nerves of steel, nerves that stand up under all kinds of shocks, day after day, throughout the years.

Naturally some men stand up under the strain better than others. I suppose it's largely a matter of temperament. One man can laugh off a thing that almost breaks the heart of another. I see

many who are still struggling along, living by jumps and jerks. And life simply isn't worth it. differences whatever with my associates. No man could want to enjoy a finer relationship.

Surely I cannot be expected to follow the sad road of those going ahead of me. It would do no good. And surely you must know how dear this organization is to me. It gave me my chance to learn and develop. Naturally I could never mislead nor deceive it. I could not and be in my right senses.

Resignations often hide the real reasons. But I haven't the slightest reason for evasion or concealment. Those who really know me know I have honestly stated the situation. They know how I have long felt. There are positively no other causes influencing my action. There are no

I cannot retire. I must earn a living. And what knowledge and experience I have gained, what little mind I have developed, will be available to the organization. I shall be happy to advise, counsel and aid whenever called upon.

It is impossible to express my deep gratitude to all those who have shown confidence in and worked with me. This confidence has been a source of great help and inspiration. My deepest regret is that I have been unable to do more for the cause I have loved so much.

Sincerely,

H. H. Broach



ACTION OF INTERNATIONAL EXECUTIVE COUNCIL

THE International Executive Council accepts the resignation of President Broach. His administration has extended over one of the most trying times in the history of the Brotherhood. This period of depression has coincided with a period of personal ill-health on his part, and yet during the three and a half years of his incumbency he has been at his desk, unless acute illness decreed otherwise, and has shouldered the disturbing tasks, incident to wholesale unemployment, with devotion and courage.

President Broach's temperament is such that he cannot mark time on any job he undertakes. He has thrown every ounce of energy into the task and has spent his talents unsparingly.

He began his administration with the much-needed codification of our organization law. He succeeded in injecting his own eagerness, perseverance, devotion, and service into widespread sections of the Brotherhood. He has widened the scope and significance of the president's functions.

Such talents have been invaluable to this organization; yet we must—however reluctantly—abide by his determination to resign. We do this with the sincere wish that his health may constantly improve.

The Council carefully considered the selection of a successor for the presidency, and has chosen Dan W. Tracy, Houston, Texas, vice president in charge of the seventh district, for the unexpired term. Mr. Tracy's attainments, experience, devotion and energy are well known to the membership. He has been a vice president since 1919. He deserves full cooperation. The Council invites the cooperation of the membership and all local unions to the end that the organization may continue to expand and succeed in the future as it has in the past.

Kind and Character of Jobs at Muscle Shoals

By MILTON M. FLANDERS, Engineer

WHEN he signed the Norris bill creating the Tennessee Valley Authority, President Roosevelt, by a stroke of his pen, freed more than 600,000 horsepower that has been lying idle at the hydro-electric plant in Muscle Shoals, Ala., since the war. In 1911 studies were made of the Tennessee River and valley with a view toward improvement of navigation and the entrance of United States into the World War crystallized this conception into the beginning of an enormous project designed primarily for the production of nitrates. The plan contemplated building three dams on the Tennessee River, the first simply to facilitate navigation and two miles below the site of the Wilson dam, the second to be known as the Wilson dam which was to be used to furnish power for a hydro-electric station, and the third, about 18 miles farther up the river, which was also to be used in the production of electrical energy. The first two dams were built but the third was never authorized, at least financially. Since the flow of the river varies with the seasons, three additional steam plants were to be used as standby sources in case of low water, the combined capacity of these steam plants being about 125,000 horsepower. While it may seem strange that steam-driven plants were located in the vicinity of such abundant water power it must be remembered that this district is also close by an inexhaustible supply of bituminous coal. The original plans for the hydro-electric plant at the Wilson dam, called for the installation of four 30,000 and four 35,000 horsepower units with provision for future enlargement by 10 more machines having a combined capacity of 250,000 horsepower. The first eight machines are already installed and the bill provides for the completion of the plant to full capacity.

The cessation of hostilities at the close of the war removed the immediate need for production of nitrates in large quantities and public interest turned in other directions. As a result the entire equipment has remained idle except for a small amount of power which has been sold to a local public utility. It is interesting to note, however, that the ma-

Analysis reveals industrial, farm, home and city markets for power, and the scope of job opportunity.

chinery has been kept in good condition by a force of caretakers and will require but a short time to place in full operation.

Decentralized Industry Impends

The Norris bill also provides for building another hydro-electric plant on the

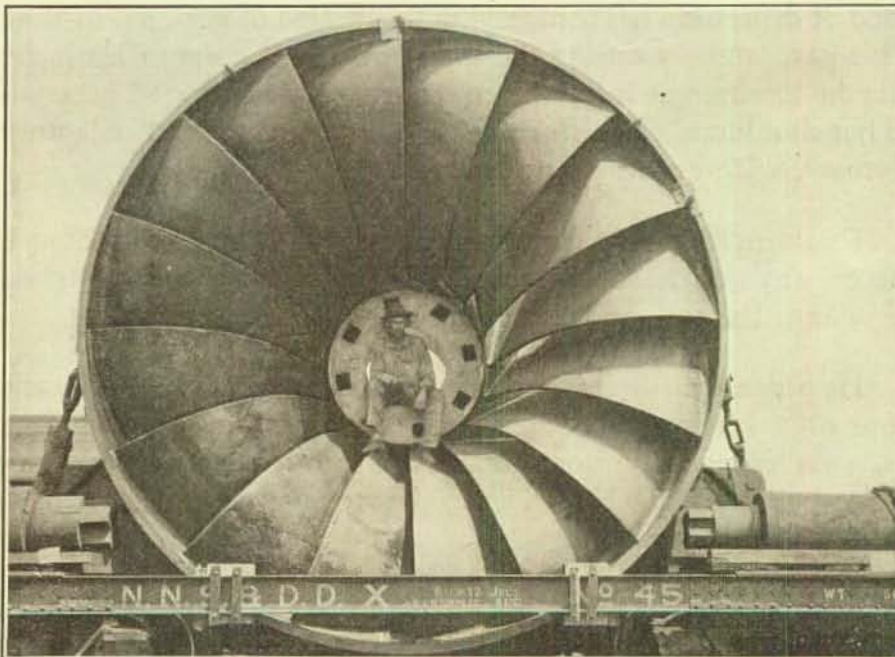
Tennessee watershed and will ultimately affect parts of not less than seven states.

In a recent address before an engineering convention in New York, Dr. E. E. Free, prominent consulting engineer, made the following statement: "It seems probable, therefore, that the successful businesses of the next generation will be organized in smaller units directed by a single individual or, at most, by a small cohesive group". Coming from such an authority as Dr. Free we may well believe that a new day is dawning for the small industry. It seems entirely likely that small plants,

co-operating with each other under the provisions of the Industrial Recovery Act, will in many cases replace large concerns which have become topheavy from expansion. Now three things are necessary for the successful development of small industrial plants; nearness to sources of supply, adequate transportation for raw and finished products and cheap power from reliable sources. All of these conditions exist in the area of the Tennessee Basin. Raw materials for the textile, iron and wood industries are near at hand and coal in abundance lies within easy reach for such operations as may need it.

Suitable transportation is already available in existing railway lines to say nothing of good roads with possibilities for haulage by trucks and, where roads are not now improved, it is certain that the highways will not be neglected in carrying out this project. Cheap and constant power will now be readily accessible by throwing open to the public the vast resources in energy already awaiting a market and from such power plants as may be built in the future. While the concentration of power production will for the present, at least, be confined to the immediate locality surrounding Muscle Shoals additional and suitable locations for other plants are available. Even without additional sources of electrical energy, the common and successful use of potentials on the order of 250 kilovolts has annihilated the old bogey of distance in transmission work and it is easy to see how

(Continued on page 348)



Mighty Turbine at Muscle Shoals—Main Unit No. 8

Clinch River with a capacity of 200,000 horsepower and for the construction of transmission lines from all plants to farms and villages not already supplied with electrical power at reasonable rates. It also specifies that preference in the sale of power shall at all times be given to "states, municipalities and co-operative organizations of citizens and farmers". In every case production and distribution must be on a non-profit basis and only after all power demands for the production of fertilizers and the needs of local industries and farms have been supplied, may any surplus power be sold to commercial utilities and that under strict regulations in regard to rates and conditions of sale. The completion of this program will make between 900,000 and 1,000,000 horsepower available for distribution and use in the development of this valley which, it must be recalled is not confined to the narrow limits in the vicinity of Muscle Shoals but embraces the entire

Union Outlines Services to National Plan

Washington, D. C., July 25, 1933.

Mr. G. X. Barker, Vice President,
Fifth District, I. B. E. W.,
7230 No. 4th Ave.,
Birmingham, Alabama.

Dear Sir and Brother:

The placing of the large Muscle Shoals jurisdiction in your charge is a fitting one. You are familiar with that area of the country, its labor problems



G. X. BARKER

Vice President in Charge of Muscle Shoals Project.

and the labor men who make up the large army of skilled workers in the seven states affected. Your appointment also indicates the desire of the International Brotherhood of Electrical Workers to co-operate fully with the United States Government to make the Tennessee Valley project a complete success and an achievement worthy of the great national plan, of which it is a part, as visioned by President Roosevelt. It means that this organization of skilled workers is placing its entire equipment behind the United States Government in order to help to solve the manifold labor problems that will materialize as the enterprise takes shape and advances toward completion.

None of us must lose sight of the fact that the Muscle Shoals project, which is one of the largest of its kind in the world, is only a part of the national plan. It is a pace-setter. If complete success is achieved; if floods are brought under control; if forests are conserved; if soil is made more fertile and less subject to erosion; if industry is decentralized; if happy villages begin to dot the landscape where only emptiness now stands; if power is generated and distributed at a cost that will enable every family in the valley to have air conditioning in summer and electric heating in winter and the other many devices

President sends letter to vice president in charge of Muscle Shoals district recounting resources of union, ready to be put to use of Tennessee Valley Authority.

that go to lessen labor and increase comfort and convenience of living; if these aims are accomplished here—then it will be an easy matter to develop the other valleys rich in water power in other sections of this great nation and we will enter upon an era unparalleled in its usefulness.

Blue Prints Need Skill

The International Brotherhood of Electrical Workers is happy to take part in this great venture under the auspices of the federal government and you, as field marshal, are directed to exercise every talent and resource to make this great enterprise a complete success. We are aware that in projects of this kind that engineering talent, and executive and administrative talent are indeed necessary. But we also know that the general staff can do very little without a well-trained brigade of skilled men to make a reality of the blueprints prepared and drawn by the engineers.

This organization has co-operated with the federal government before. We supplied men upon the great Panama Canal project in happiest relations with the government. We have contracts with the great publicly-owned power enterprises in the United States—those at

Los Angeles, Seattle, Springfield (Illinois), Cleveland, Jacksonville (Florida), and Detroit (Michigan). We have been successful also in aiding great privately-owned corporations touched with public significance to build their largest projects. When the Chicago, St. Paul, and Milwaukee Railroad undertook to electrify a huge section of that trans-continental line over the Rocky Mountains, it was our organization which handled completely the labor supply, kept a constant flow of skilled men at work throughout the enterprise, and completed the job in record-breaking time. We have aided the Rocky Mountain Telephone Company to span interminable distances across the inland empire with modern telephone equipment. We were the principal labor factor in the electrification of the Illinois Central Lines in the city of Chicago. It was our group that aided the city of New York in that remarkable feat of building the Holland Tunnel under the Hudson River. We figured in the great construction job at Cleveland when the Cleveland Terminal, almost entirely electric, was erected, and recently the great terminal at Cincinnati was completed. We wired the Stevens Hotel and Merchandise Mart, the two largest buildings of their kind in the world. We were present when the Chrysler Tower, the Empire State, and Radio City lifted their tallest pinnacles to the sky. On the Radio City job, installations were made which had never been made before in any place in the world.

Will Offer Plan

It is good to enumerate these projects now as evidence of our sincerity
(Continued on page 350)



Courtesy Southern Railway System

THE OVEN ROOM OF NITRATE PLANT NUMBER 2

Union Active In Protesting Codes

BUSY days are here again. Whether happy, prosperous days will result, is still a question.

The National Recovery Act has brought a large grist of new business to the International Office. New codes are popping up every day at the nation's capital and the electrical workers' union is concerned with so many different industries that it is taxing the abilities of the staff and research department to meet this challenge. One of the first tasks of President Tracy was to aid in preparing the case against the code of the electrical manufacturers. He and Secretary Bugniet gave personal attention to this important document. Charles D. Keaveney, vice president, long familiar with conditions in the General Electric factories, and Charles L. Reed, assistant to the president, personally appeared in the case. A brief was filed by the research department. Protests by the union brought promises of changes in the code.

A brief was filed asking for protection of electrical workers in the cotton textile industry and Joseph S. McDonagh, legislative representative, appeared against the proposed code of the shipbuilding and ship repair industries.

Protests have been made on the following codes:

- Wool
- Rayon
- Coat and suit
- Lumber
- Steel
- Lace
- Millinery
- Cast iron and soil pipe
- Electrical manufactures
- Cotton textile

Appearances are to be made in the following future hearings:

- Legitimate theatre
- Auto
- Oil
- Construction

A brief was filed in the iron and steel code. This hearing contained one of the most important and dramatic issues before industry today, namely as to whether a company union could be legalized under the Recovery Act. Vigorous opposition was mobilized by organized labor, the U. S. Department of Labor, and the Labor Advisory Committee of the Recovery Administration. This formidable opposition, coupled with the fact that there was no legal basis whatsoever for legalization of the company union, influenced the steel magnates to rapidly withdraw their petition for legalization of the company union. This is the outstanding victory of organized labor thus far under the Recovery Act—a victory which must be regarded, however, as only negative.

The brief filed for the electrical manufacturing industry is presented in full herewith:

Duties at International Office heavily increased by National Industrial Recovery program. Electrical Workers concerned in many codes. Electrical Manufacturers' code slightly modified on union's request.

BRIEF

Presented by the

International Brotherhood of Electrical Workers

in rebuttal to the code offered by the Electrical Manufacturing Industry before the

National Industrial Recovery
July 19, 1933.

This code is badly confused. It is a legal tangle with many words such as former Chief Justice Taft described as "weasel words." For instance, who and what is a natural person?

Admitting this, we shall proceed as sincerely and as best we can through this legal maze, and we propose to show that

1. First, the minimum wage is too low, in particular to accomplish the intent of the National Industrial Recovery Act.

2. Second, the maximum hours are too high, in particular to reabsorb workers who have been laid off since 1929.

3. Third, the omissions from this code are more significant and important than the code itself.

I—Wages

1. The term minimum wage is used in several senses, and is often ambiguous. There is danger that the term in the National Electrical Manufacturers Association code will be so misconstrued. In the National Industrial Recovery Act minimum wage is regarded as wage "necessary to effectuate the policy of this title"—in other words, designed to "increase consumption of industrial and agricultural products by increasing purchasing power." A minimum wage which does not do this must be regarded as a destructive wage. Minimum wage as used in the National Electrical Manufacturers Association code is not this kind of minimum wage at all, but is merely the lowest wage paid in 1929. The minimum wage in the electrical manufacturing industry in 1929 for the whole United States was 35 cents. But the minimum for the Middle Atlantic States, where the largest establishments are centered, was 38 cents. The minimum established by this code is this historic minimum and not a standard determined by rational and social aims. (See Handbook of Labor Statistics, 1931, page 745.)

2. The minimum wage of \$14.00 in an industry as profitable as the electrical

manufacturing industry is anti-social. Throughout the depression the electrical manufacturing industry has met no such reverses as the cotton textile industry, for instance. Some of its items, namely electric refrigerators and radio, have shown a constant increase in sales. It is a rationalized, simplified industry. If the Recovery Administration saw fit to establish a \$12.00 and \$13.00 minimum wage in the cotton textile industry, the requested \$14.00 minimum of the electrical manufacturing industry must be regarded as a makeshift, representing no advance in standards at all.

3. The minimum wage requested is a confused standard inasmuch as the exceptions offered are so numerous that they make the standard meaningless. The following exceptions are requested by the electrical manufacturing industry:

Operators other than processing,
Office boys and girls,
Learners,
Casual employees,
Time exception: Following September 1, 1933,
Place exception: Cities of 200,000 and over.

Take the place limitation of 200,000 population. This looks innocent enough. However, most of the large establishments in this industry are in cities of less than 200,000 population.

General Electric

Location	Population
Schenectady, N. Y.	95,692
West Lynn, Mass. (two factories) (Lynn)	102,320
Pittsfield, Mass.	49,677
Bloomfield, N. J.	38,077
Fort Wayne, Ind.	114,946
Bridgeport, Conn.	146,716
Philadelphia, Pa.	1,950,961
Erie, Pa.	115,967

Westinghouse

Pittsburgh, Pa. (two factories)	669,817
East Pittsburgh, Pa.	6,214
South Philadelphia, Pa. (Philadelphia)	1,950,961
Sharon, Pa.	25,908
Derry, Pa.	3,046
Attica, N. Y.	2,212
Newark, N. J.	442,337
East Springfield, Mass. (Springfield)	149,900
Chicopee Falls, Mass. (Chicopee)	43,930
Cleveland, Ohio	900,429
Mansfield, Ohio	33,525
St. Louis, Mo.	821,960
Emeryville, Calif.	2,336

These very important exceptions are left undefined and unclassified and it is not known whether they represent 1,000 or 100,000 employees. It is likely that casual employees may include a vast pool of labor embracing from 60,000 to 90,000. This is indicated by the monthly change in employment during the year 1929. This change reveals a pool of surplus labor from which this industry drew, fluctuating from a low of 292,232 to a high of 382,709.



THEY HELP TO SHAPE MANY CODES

(From left to right) Chas. D. Keaveney, Vice President; Daniel W. Tracy, International President; G. M. Bugniet, International Secretary; Charles L. Reed, Assistant to the President; M. H. Hedges, Director of Research. This was taken just before the group stepped into the hearing upon the code for the electrical manufacturing industry.

Wage Earners Engaged in the Manufacturing of Machinery, Apparatus and Supplies, 1929

Month	*Employment	Differential from Peak
Peak employment, October, 1929	382,709	
January	292,232	90,477
February	294,317	88,392
March	294,636	88,073
April	299,704	83,005
May	309,257	73,452
June	330,048	52,661
July	350,447	32,262
August	365,850	16,859
September	374,146	8,563
October	382,709	
November	344,504	38,205
December	306,809	75,900
Average	328,722	53,987

*Source: U. S. Census of Manufactures, 1929.

It is certainly necessary to define and classify these exceptional categories.

II—Hours

Two maximum standards of hours are offered: 36 hours for processing employees; 40 hours for others.

It should be noted that until September 1, 1933, the minimum rate of pay, dependent upon hours worked, shall be not \$14.00 but \$12.60.

Here again in setting hour standards the confused process is followed by setting a standard, and then making it meaningless by numerous exceptions.

The following exceptions are noted:

- Seasonal and peak periods.
- Virtually one-half day is added to each employee's load—that is, 144 hours a year (on a five-day week, 50-week year).

It is these peak and seasonal periods that maximum hour standards are designed to guard in order that the peak periods may absorb workmen and cut down unemployment. Maximum hours which hold good only in slack periods are of little use in accomplishing the second main objective of the National Industrial Recovery Act, namely to cut down unemployment.

Another significant fact in connection with the requested maximum of 40 hours is revealed by the decision of the so-called Neagle Committee of the National Electrical Manufacturers Association. This committee, headed by Francis E. Neagle, general counsel, made a report to its membership in May, 1933, suggesting 30 hours a week as the "normal average in any six months' period." (See Exhibit A.)

The function of the controlled weekly hour schedule is to reabsorb unemployed workmen. The depression has been nothing short of devastating in its effects upon employment in the electrical manufacturing industry. The fall in average employment figures has been almost 100 per cent. The inevitable logic of cold statistics leads to a conclusion so unusual that we hesitate to urge it, namely, that an 11-hour week is needed in order to reabsorb the displaced workers in this powerful and profitable industry.

Hours Per Week

Average employment in electrical manufacturing industry
(Electrical machinery, apparatus and supplies)

Wage Earners—	
1929	328,722
1931	180,106*
1933 (average for first six months)	116,587
Sources: 1929 and 1931, U. S. Bureau of the Census.	
1933 computed from percentages obtained from the U. S. Department of Labor.	
Loss in employment since 1929	328,722
	—116,587
Unemployed	212,135

*This figure has been amended because radio workers have been removed from this category by the Bureau of the Census. The general conclusions are not impaired by this revision.

According to the Monthly Labor Review, June, 1933, page 1429, the average number of hours worked per week by the electrical manufacturing industry in March, 1933, was 28.0 hours and in April, 30.9. Assuming that the industry is operating on the 30 hour week in 1933, we have an average of 116,587 x 30, or 3,497,610 man-hours per week on the present scale of production.

Let us assume that there is to be a significant increase of production, and at the same time all of the displaced workers are to be reabsorbed. How many hours must the workweek have if production increases (a) 25 per cent; (b) 35 per cent; (c) 50 per cent?

	Man hours per week
Average number of man hours—	
1933	3,497,610
1933 + 25 per cent	4,372,013

(Continued on page 346)

Company Unions Blossom Over Night

THERE is a new industry in American industrial life. It is the industry of creating company unions overnight. This industry has been unusually prosperous and active during the past two months. Plants that have slept for over a decade without any employee relations whatsoever are now being treated to efforts of anti-union employers to keep the letter of the National Industrial Recovery Act without sacrificing their anti-union prejudices. The method is simple, and commonplace. Some morning in July or August the workers going to their accustomed posts of service are treated to printed announcements on bulletin boards in plant halls. These announcements have been prepared by advice of counsel and purport to keep all the provisions of the National Industrial Recovery Act. They are filled with certain high-sounding righteousness on the part of management with large meaningless words about equal representation of employees and management, about invitations to employees to elect representatives, about elections, secret ballots, and such matters.

But when one reads the announcements with any discrimination and understanding one sees rigid control on the part of the head office and the question at once arises—is there not wholesale violation of the labor sections of the Recovery Act in these company-engineered systems of representation and election? Restrictions are placed upon membership in any employee council such as having a regular and exclusive service in the company, thus barring representatives of the workers' own choosing and the rigid supplying of ballots, place of election, date of election and all such matters by the company itself.

What Is Coercion?

The dictionary defines coercion as "moral or physical compulsion." There is real reason to believe that the mere posting of these notices of election by company managements with the terms set down for membership and for eligibility for election forms moral compulsion.

Behind this story of establishment of company unions lies a larger and more terrible manifestation of industrial tyranny and dictatorship in many of the principal plants of American industry. For a period

Anti-union industries seek to keep the letter of the new Recovery Act by driving their employees into company organizations. What is coercion?

of 40 or 50 days following the enactment of the National Industrial Recovery Act, real sabotage of the government plans had been carried on by certain business leaders. As late as July 12 only one code had been passed upon by the National Recovery Administration. Business was tardy and chary about presenting codes. The story is prevalent in Washington that in several instances big business was consciously refusing to co-operate "on advice of counsel," thus playing the old Army game of trying to defeat the law through legal technicalities and court influence.

This has been the policy of big business for 30 years. In one instance a group of manufacturers meeting in Illinois were secretly warned by the administrator of the National Industrial Recovery Act, with what amounted to an ultimatum threatening force. It is an open secret in Washington that the President of the United States, the administrator of the Act, the President's cabinet, and other principals, have been greatly worried over the outcome, perplexed as to how business could be forced into line without an open break or the open manifestation of real force.

Donald Richberg, general counsel of the National Recovery Administration,

spoke in New York City about the middle of July with a speech that was looked upon as tantamount to rattling the saber. The fighting qualities of this lawyer are well-known, and his devotion to the public good above suspicion. His speech was a warning to high-priced, high-powered lawyers of corporations that they are wasting their time looking for technical loopholes to the law. He said:

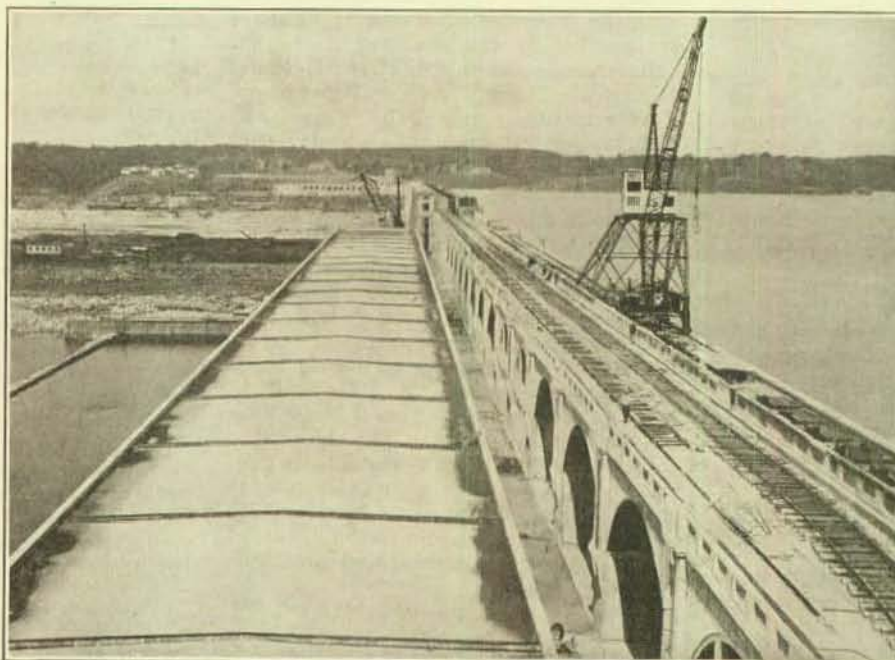
Courts No Recourse

"If my brethren of the bar will read again certain opinions of the Supreme Court, they will find there written down the supreme law of government, as of the individual, is the law of self-preservation. A government sworn to protect and to defend the Constitution cannot permit that Constitution to be used as a shield for the enemies of constitutional government. The constitutional right of individual liberty cannot be made a shield of anarchy. The constitutional right of private property cannot be made a shield of tyranny and oppression.

"In the fourth year of the worst depression of our history we came upon a day when every bank had to close its doors, when more than 12,000,000 workers were seeking in vain to earn a livelihood, when federal, state and private agencies were being forced to borrow hundreds of millions of dollars to keep one-third of our population from starvation. We came upon a day when not only the continuance of our social-economic system, but the very existence of our government depended upon united and immediate action to stem the forces of the depression before the onrushing

hour of economic collapse and political chaos should arrive. The American people might well go down upon their knees and thank God that in that dreadful day there came into power the man who alone could save them—the Man of Action.

"Can it be thought that our bitter lesson has been so soon forgotten? Can it be thought that in a brief pause in the storm, when the sun is breaking through the heavy clouds and the wind is dying down, the American people are foolish enough to trust themselves once more to the guidance of men who have no plan, (Continued on p. 349)



Courtesy Southern Railway System
The Tennessee Is Mighty, Rivaling the Father of Waters, as This View Across the Expanse of Dam Shows. The Lock Is in the Distance.

WHAT IS COERCION?

EMPLOYEE REPRESENTATION PLAN OF THE TEXAS COMPANY PORT ARTHUR WORKS ELECTION NOTICE

TO ALL EMPLOYEES:

To the end that the Employees and the Management shall have equal representation in the consideration of all questions of policy relating to working conditions, health, safety, hours of labor, wages, recreation, education, and other similar matters of mutual interest, the Management has decided to extend to the employees the right of equal representation in the consideration of all such problems.

The employees are invited by the Management to elect ten Representatives to meet with Representatives of the Management to formulate an Employee Representation Plan, under which there shall be organized at this plant a Council composed of Representatives of the employees chosen by the employees, and an equal number of Representatives appointed by the Management.

The Representatives so elected shall be the Employee Representatives on the Council for the period of approximately one year.

An election will be held on the date specified below to enable employees to nominate from their own number, by secret ballot, men in whom they have confidence who shall represent them in dealing with officers and other representatives of the Management in all matters of mutual interest.

Representation shall be on the basis of one (1) Representative to approximately every 250 employees, with at least one (1) Representative for each recognized election district as shown in the table in the right hand column of this notice.

Any employee of this Plant (excepting those identified with the Management) who on the voting date is at least of the age of 21 years, who is an American citizen or who has secured his first papers for naturalization, and who has been in the active, exclusive and continuous employ of the Company for a period of at least twelve (12) months, shall be eligible to serve as a Representative of the Employees upon election.

Each employee shall have the privilege of nominating twice the number of Representatives to which his District is entitled. The two employees receiving the highest number of nomination votes shall be declared to be the duly nominated candidates for election as Representatives.

A second secret ballot shall be taken within four days for the purpose of electing from such nominees an Employee Representative for that District. The nominee receiving the highest number of votes in each Voting District shall be declared to be the duly elected Representative. In any Voting District entitled to two Representatives, the two nominees receiving the highest number of votes shall be declared to be the duly elected Representatives.

VOTING
DISTRICT:Number of
Representatives

1	Vertical Stills, Experimental Department, Still Cleaners	1
2	W. S. Crude Stills, Lummus Stills, Welding and Cutting, Hoists, Insulators, Masons, Pumps (Smiley)	1
3	Edeleanu Plant, Burning Oil Agitators, Continuous Agitators, Lube Agitators, Pumps (Wilkins), Drainage Plant, Acid Plant, Fuel Department	1
4	Laboratories, Employment and Service, Guards and Gates, Shipping Department Office	1
5	Yard Department, General Office, Cost Department, Stock Department, Cashier Office, Time Department, Operating Department, Special, Miscellaneous Office	1
6	Engineers, Coke Crusher, Filling Station, Compounding and Cooperage, Grease Plant, Vacuum Stills	1
7	Recovery Yard, Painters, Badger Pipe Stills, N. S. Stripper, N. S. Crude Stills, Rerun Stills, S. S. Crude Stills, N. S. Lube Stills, Warehouse, Filter Plant, Electrical Department	1
8	Garage, Blacksmiths, Tinner's, Machine Shop, Structural Steel, Boiler Shop	1
9	Pipe Department, Woodworking Department, Cold Treating Plant, Paraffine Plant	1
10	Tank Cleaners, Car Shop, Terminal, Dispatchers, National Station	1

Election for nomination of Representatives will be held on July 10. All employees of this Plant who are at least 21 years of age and who are in the active, regular and exclusive service of the Company shall be eligible to vote for Employee Representatives, excepting employees identified with the Management, such as executive officers, their assistants, the managers, assistant managers, assistant to managers, superintendents, assistant superintendents, supervisors, foremen, and their assistants and secretaries.

Each active regular employee so qualified will receive a ballot upon which he will vote for as many nominees as his district or group is entitled to as indicated above. This ballot shall be deposited in a ballot-box and counted in some central place in the presence of some employee eligible to vote and selected, where possible, by the voters.

All eligible employees are invited to vote in this election in order that Representatives may be elected as a result of a full and free choice on the part of the employees.

W. S. S. RODGERS, President
F. T. MANLEY, Vice President

F. P. DODGE, General Superintendent.
Issued: July 5th, 1933.

Economist Urges National Labor Policy

THE government is playing an increased part in American life. Though the National Industrial Recovery Act is viewed as an emergency measure designed to last for only a period of two years, nevertheless it is regarded as a certainty that control of business and of the economic system will not cease at the end of that time.

A new era faces American industry and American labor, an era demanding an adjustment of economic institutions to new strategy and new objectives. Just at this time appears a 500 page book on the "American Federation of Labor" by Doctor Lewis L. Lorwin of the Brookings Institution, Washington, D. C. (\$2.75). This book pleads for a new conception of labor in national life. It suggests that the government has been remiss in the past on labor policies and it contends that the American Federation of Labor can be more aggressive in shaping such a national labor policy.

Author Knows All Movements

The author of the book is familiar at first hand with the labor movements of England, France, Germany, Italy, Russia and Japan. He is connected with a research institution that has intimate but unofficial relationship with the U. S. Government. It has supplied much of the research material which has formed the background of not only the National Industrial Recovery Act, but the new farm, bank, railroad and other legislation. The book is informed with a sympathy for and an understanding of the American Federation of Labor. It forms, perhaps, the most exhaustive study of a labor institution ever made by an American or foreign scholar. It traces the union movement from its beginning in the middle of the last century through the early forms of organization to the establishment, growth and expansion of the American Federation of Labor. Its significance resides in its consideration of the Federation as the outstanding and semi-official labor group of the greatest industrial country of the world. The author calls the American Federation of Labor "the most significant organized effort of the American wage earners to supply an answer to the question of the worker's place in the national economy." This is a new view of the labor movement hitherto regarded largely as the stepchild of American business and politics. He carefully outlines what a national labor policy means and of what a national labor association consists. He contends that a national labor body must have solidarity of feeling with a recognition of common purposes not only on the part of the workers as workers gathered together in a large federation but as citizens of a nation having a common national purpose. Hitherto he finds that these large national purposes have been reduced to

New era in which government plays larger part in business. Demands fresh formulation of labor policies both by American Federation and the U. S. Government.

four major items: namely, to aid each other in organizing and in strikes; to promote trade union ideas and educational campaigns; to obtain favorable labor laws; and to act together in matters of general economic and social policy.

Sees Way Opening

The author of the new book believes that a way has been opened toward a new national labor policy by policies set up by such powerful union groups as the United Mine Workers, the railroad

unions, the International Brotherhood of Electrical Workers and others. The United Mine Workers have been forced to advocate industrial stabilization with governmental aid, and the railroad unions have extended union organization under government protection. This author believes that the International Brotherhood of Electrical Workers would not resent some kind of legislation of public utilities that would advance unionism in this hitherto closed field. He believes that all unions will come into a vision of the power of government in their affairs and that this has been greatly strengthened in the last few months by the passage of the National Industrial Recovery Act with its labor sections and with the making of codes during the summer. He believes that to meet the new era the American Federation of Labor will have to make adjustments. He finds that the

(Continued on page 352)

AFTER INDUSTRIAL RECOVERY—WHAT?

By REV. R. A. MCGOWAN

Assistant Director, National Catholic Welfare Council, Department of Social Action

The new Industrial Recovery Act is a one and two-year bill in its industrial control provisions. It is a "war" measure. But it provides for certain things that are so necessary, and it starts organized action under government help so forthrightly that it is hard to see the United States abandoning it entirely.

It organizes each industry to set up a code of moderately fair competition and to control total production. It helps labor to organize and it provides for a code of minimum wages and maximum hours. Some sort of machinery within industry, itself, under government supervision, to do both jobs is all to the good. Some sort of organization will continue for both purposes.

But what may be a help in an emergency may be poison when the worst of the emergency is over.

If this act works and if something like it becomes permanent, it does three wrong things to the American people. It organizes employers alone in each line of production to control the production. They will, in fact, and despite the law, act as a monopoly. Under prevailing motives they will be a monopoly trying to get as much profits as possible. To do that they will charge all the traffic will bear and will cut production to suit profits.

It grants labor the right only of collective bargaining in industry. This means organized employers meeting organized labor only to argue and perhaps fight over wages, hours and working conditions. They are an inferior class under the act.

Labor will then have three alternatives. One is to fight on for better wages and hours as a wage and propertyless class. That means either continuous struggle or continuous suppression.

Another is to become so angry and hopeless as to say that ownership is itself wrong. That means a growth of communism.

A third is to demand a share in the responsibility of the trade association that fixes production and prices and to rise out of the class of wage-workers into sharers in profits and in ownership. And that means partnership. Under the act, labor might take either of the first two roads and in either case they would be wrong and the country would be far worse off.

A third thing, that it does wrong, it does not thus make labor partner in control now. For with only employers in control of production and of prices, and with labor only bargaining over wages and hours, the government has let itself in for something. It will have to do more and more to correct both sets of evils—employers' profiteering and either the class struggle or the submission of labor to injustice.

Yet the step towards avoiding all three wrongs can still be taken. It is to bring the representatives of every organized element of the employees (and all ought to be organized) into the council of their industry and to interorganize all the councils. Then industry has a chance to function for the common good, labor has a chance to rise out of a subject and fighting class, and the government will not have so much to do.

(Copyright, 1933, N. C. W. C.)

Labor Department Gives Aggressive Aid

THE U. S. Department of Commerce has a trade association section which has given aid and comfort to trade associations throughout the country. It has stimulated actively trade association establishment. The U. S. Department of Agriculture has taken a progressive and dynamic attitude toward the formation of farm co-operatives, and in some instances it has actually organized farm co-operatives.

In contrast, the U. S. Department of Labor has never undertaken to aid organization of labor unions. The reasons for this course are apparent. This whole policy is to be scrapped under the leadership of Secretary Frances Perkins and the new policy of actively and aggressively stimulating union organization has been announced with the naming of Dr. Isador Lubin the new Commissioner of Labor Statistics to succeed Ethelbert Stewart. It is believed that the commissioner's office under Dr. Lubin is to be the pivot of this new policy. Research is viewed as of vast importance in the fight of labor for organization and the fight of organized labor groups for a place in the sun. Dr. Lubin has also been chosen chairman of the labor advisory group of the Public Works Section of the National Recovery Administration. The importance of this group to organized labor is at once apparent. Conferences of this group have been held during the past month in Washington, and the group has taken an active part in shaping the labor policies that are to be followed by the public works administrator.

Dr. Lubin has actively advocated that all skilled workers be hired through the business managers of the building trades unions.

Has Had Vast Experience

Another important work that will fall under the new commissioner will be the making of new cost of living standards and surveys, and the setting up of new cost of living figures. As has been stated before in these columns the cost of living figures and standards, as promulgated by the Department of Labor, are greatly out of date and not in accord with the needs of a family of 1933. Dr. Lubin has had a great deal of practical experience in shaping legislation. He has been an active aid of Senator Robert M. La Follette, Senator James Couzens, and Senator Robert Wagner. He has been a strong advocate of public works as a way out of depressions. He aided Senator Wagner in shaping the public works bills and worked with Senator La Follette in this same field. He made a study of technological unemployment for Senator Couzens. Dr. Lubin is given a place in the front rank of labor economists. He went to England several years ago to make a study of the coal industry and its effect upon British labor. This journey material-

Appointment of Commissioner of Labor Statistics gives occasion for announcement of new policy of placing Department ardently behind organized labor. Policy similar to that of U. S. Departments of Commerce and Agriculture. Dr. Isador Lubin named.

ized in a book entitled "The British Coal Dilemma." Before that he wrote a book on the American coal industry—"Miners' Wages and the Cost of Coal." His



DR. ISADOR LUBIN

Newly appointed U. S. Commissioner of Labor Statistics, and chairman of Labor Advisory Committee on Public Works.

latest volume is the "Absorption of the Unemployed by American Industry."

Dr. Lubin has been a member of the staff of the Institute of Economics, Brookings Institution, Washington. He has had a career as teacher at the University of Missouri and the University of Michigan. He is a graduate of Clark University and was born in Worcester, Mass.

Resolutions Adopted at the Meeting of the Labor Advisory Board of the Federal Emergency Administration of Public Works, July 11, 1933.

Your committee respectfully submits the following declarations as the essential policy to be followed in the awarding of building contracts under the authority of the National Industrial Recovery Act.

I. In carrying out the public works program the employment of labor, both skilled and unskilled, shall be only

through recognized trade union locals, it being fully understood that the employment of labor shall be in accord with Section 206, Clause 4, of the National Industrial Recovery Act. Should such agencies be unable to furnish the required workers within 48 hours of the time a request is filed the contractor shall then secure such employees through an employment agency designated by the United States Employment Service.

II. In awarding contracts under the authority of the National Industrial Recovery Act the policies enunciated by President Roosevelt shall be carried out fully. "Destructive wage or price cutting" contractors shall not be recognized or permitted to perform authorized work. It appears that during the past four years the ability of an individual or firm to furnish a bond has been accepted in itself as evidence that such person or firm was "responsible." The relatively large amount of federal construction which was finally completed by or through bonding companies during the past four years is sufficient proof that other standards should be used in determining what constitutes a "responsible" contractor. Among such standards should be (a) the maintenance of a permanent place of business; (b) adequate plant equipment to fulfill a given contract; (c) a suitable financial status to meet pay roll requirements and compensation requirements for injured workmen; and (d) such technical experience as may be accepted by the proper governmental agencies as establishing competency. (See appendix more fully explaining the intent of this clause.)

III. Every contract awarded under the authority of the National Industrial Recovery Act shall contain a provision requiring the employer to furnish compensation insurance for injured workmen and to furnish proof of such to the contracting officer.

IV. Every contract awarded under the authority of the National Industrial Recovery Act shall contain provisions requiring the employer to install all work in accord with contract specifications and existing code requirements promulgated by public agencies—municipal, state and federal—and in safe and workmanlike manner.

JOHN COEFIELD,

President, United Association of Journeymen Plumbers and Steamfitters of the United States and Canada.

RICHARD J. GRAY,

Treasurer, Bricklayers', Masons' and Plasterers' International Union of America.

GEORGE H. LAKEY,

First Vice President, United Brotherhood of Carpenters and Joiners of America.

MICHAEL J. McDONOUGH,

President, Building Trades

(Continued on page 352)

Electric Eye Beams on Chicago Electricians

By ALBERT R. TOPPS, L. U. No. 134

THE officers of Local Union No. 134, Chicago, sponsored an unusual educational feature at a recent meeting. Since the "vacuum tube" and "photo electric tube" are playing such an important part in our industry, the "electric eye" was demonstrated. There was a record attendance at the meeting, and the large number of members indicated by their presence, the absorbing interest of the trade unionist to keep pace with the ever expanding horizon of human knowledge, particularly as evidenced in our industry, where the impossible of today, becomes the commonplace of tomorrow.

This absorbing program was procured through the diligent efforts of Brother Michael J. Boyle. The arrangement committee of which Brother Ed. Marinier was chairman, co-operated in every respect to make the presentation a success. After the regular order of business, President Charles M. Paulsen turned the gavel over to Brother Thomas J. Murray, who introduced Messrs. J. M. Zimmerman and R. H. Maxwell, electrical engineers of the Westinghouse Electric Company.

The "electric eye" program was a series of demonstrations, showing the developments and the spectacular achievements of the "vacuum tube." Various equipment weighing about 1,000 pounds was shipped from Pittsburgh, through the courtesy of the Westinghouse Electric Company. Mr. Maxwell demonstrated

Demonstration of Westinghouse's robot, showing system of interlocking switches, has humorous as well as scientific side.

and spoke on the "Photo-electric and Glow Discharge Devices and Their Applications to Industry."

Does Various Chores

The entire platform was used for the setting up of various equipment. Included among the utilities to which Mr. Maxwell's automatic servants were assigned, were the detection and instantaneous extinguishing of a fire, the counting of people, the automatic sorting of materials according to color, and guarding against explosions in gas furnaces.

A lighted match was thrown into a tank of gasoline and kerosene on the lecture platform. The first cloud of smoke from the tank instantly operated the "photo-electric smoke detector," which in turn automatically released carbon dioxide from a cylinder and extinguished the fire before the audience could realize what had happened.

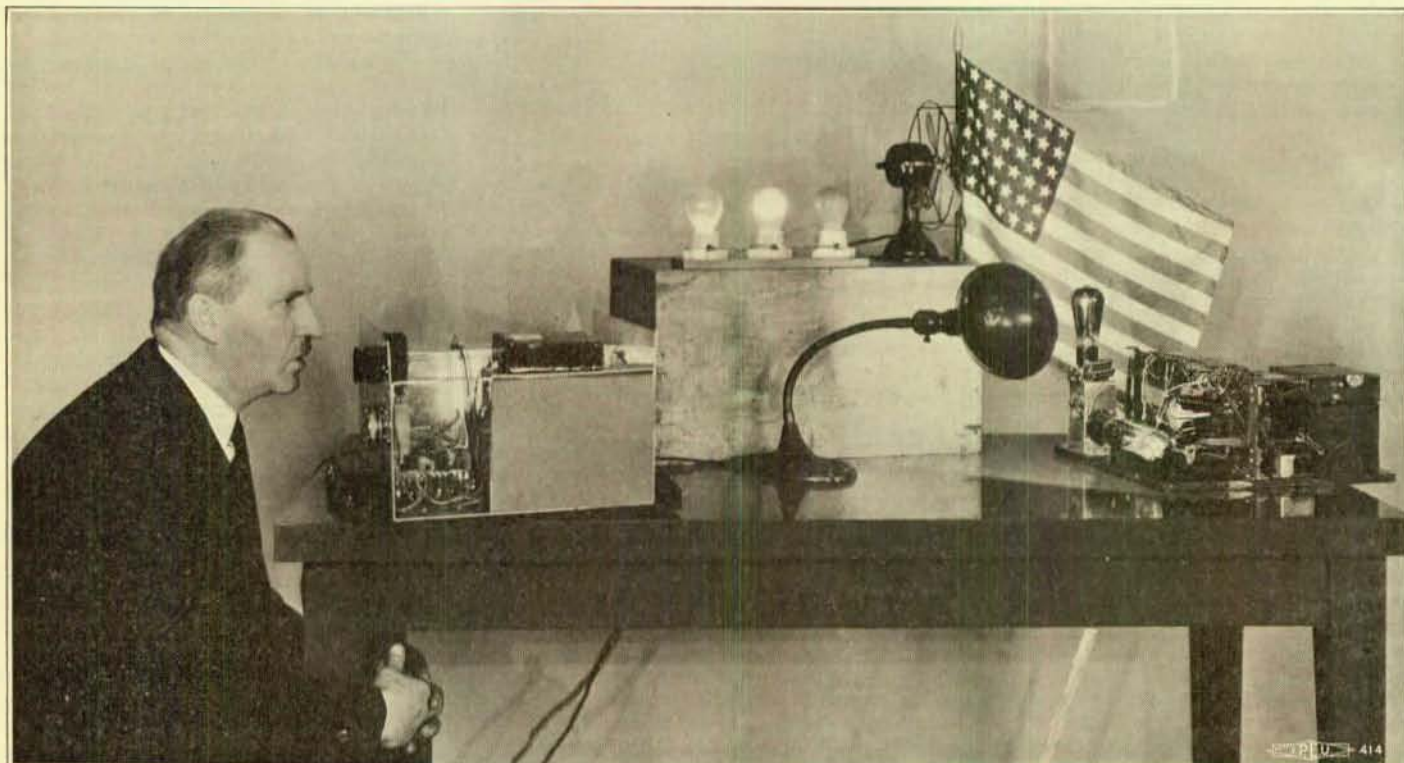
Persons coming into the lecture hall were counted automatically as they crossed a beam of light extended across

the entrance. There was no need to "press the button" or to use actual physical contact, for a photo-electric cell set into operation an electrical counter every time the ray of light was interrupted. Mr. Maxwell pointed out how apparatus of this type may be used for toll bridges, vehicular tunnels, or turnstiles, and for the counting of items in mass production, or detecting paper breaks in mills where machinery must be stopped instantly to prevent accidents.

Mr. Maxwell brought out that the advent of radio, talking movies, and television had been an enormous stimulus to an intensive study of vacuum tube devices, resulting in the invention of new tubes and improvements of others. The Westinghouse Company soon realized that these devices must have many other uses and therefore have put much research and engineering talent on devising new means of applying them. These studies resulted in opening up new fields for their use in industry during the past two years.

Where arduous tasks of sorting have heretofore been dependent upon the easily wearied human eye, a mechanical process may now be substituted. More accurate than the human eye, the photo-electric cell responds equally well, day or night, in hot or cold weather.

The use of this photo-electric cell was also demonstrated. A spot of light was made to fall on the surface under examination and reflected from the surface



Dr. P. Thomas, research engineer of the Westinghouse Electric Company, turns on lights, starts and stops a fan, and does other surprising tricks by merely speaking into the transmitter of his photomatic telephone. The sound impulse of his voice operates a series of relays, shutters and gadgets, seen at the left, permitting a light beam to strike the light-sensitive tube at the right. This causes current to pass through the tube and operate other relays which in turn control lights, fan motors and other circuits.

to the photo-electric apparatus. Small packages of supposedly uniform character were automatically moved past this spot of light. If one of them was without a label or was otherwise defective, it was automatically thrown out.

Another interesting demonstration showed how domestic oil and gas furnaces can now be protected against explosions. Heretofore the flow of gas or oil could not be stopped quickly enough when, for any reason, the flame was extinguished. The so-called grid glow tube acts instantly and with absolute dependability in such cases.

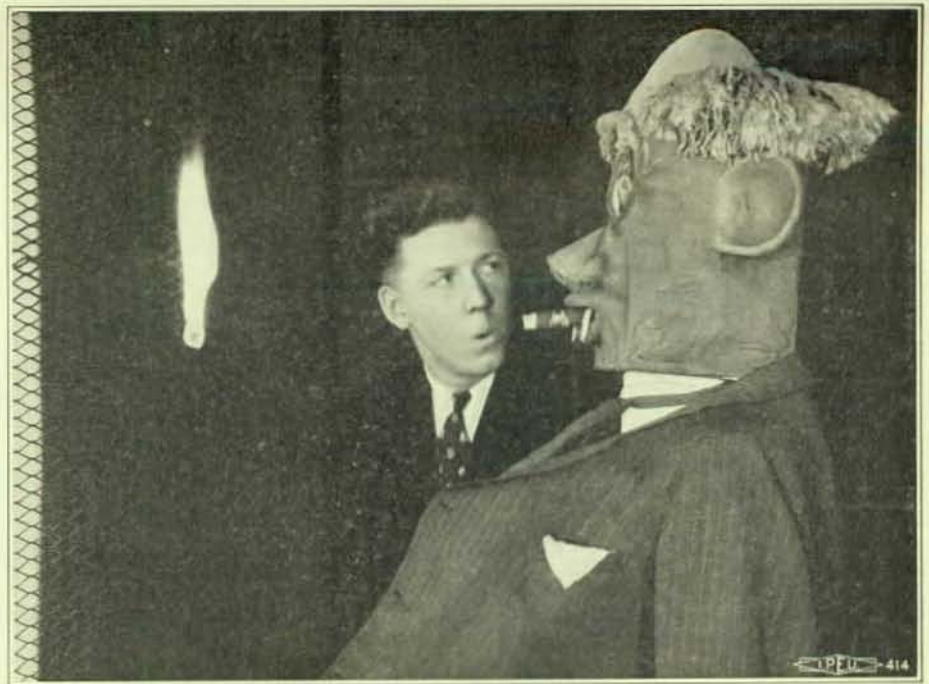
The grid glow tube, is also applicable as protection against theft, since it will act instantly when anyone approaches it. Thus there may be installed inside a safe a device which will ring an alarm or trap an intruder. The approach of a hand is enough to affect this sensitive piece of apparatus which through relays will operate any kind of alarm connected to it. Window or counter displays of many sorts may be set in motion by a passerby without actual contact.

Predicts Great Future

Concluding his talk, Mr. Maxwell pointed out that the application of these sensitive devices for automatic control is still in its infancy. Remarkable things have been achieved in the last few years, but the future holds many more. Many processes and methods now used in factories, mines, and mills will be revolutionized, and human beings will be released from arduous tasks that should rightfully be performed by robots in this age of mechanization.

The "Federation News," Chicago, describes the event thus:

A Century of Progress as presented by Chicago to a vitally interested world on Saturday, May 27-'33 is not the only place in this city where science is



Cyrus Clops, "Cy" for short, demonstrates his right to the title of "Extinguisher, Extraordinary". With his one great electric eye, Cy sees a fire and instantly shoots a stream of carbon dioxide out of his cigar, quenching the blaze before any one could even have time to call the fire department. Cy is a recent development and belongs body and soul, if any, to that group of scientific celebrities who owe their very existence to the Westinghouse Electric Company. Mr. R. H. Maxwell checks "Cy's" efficiency.

privileged to display the marvels that human ingenuity has developed in the laboratory of scientific endeavor in which nebulous theories and dreams, through the alchemy of consistent, insistent and persistent labor, are transformed into astounding realities that baffle the powers of adequate description.

At the Century of Progress exposition the press advises the reading public that education pops out from every booth, however uninspiring as to size or appearance. Here is assembled a galaxy

of brain staggering inventions that indicate the limitless range of human ability. As one press scribe so ably puts it, here we see an illustration of how the radio works, in cathode-ray tubes of sea green tint; there we hear music in the air, coming out of tall boxes on poles; the oscilloscope, where speech and music are seen as well as heard; inverted speech, illusions of voices whispering in your ears. This world of science is a ghost world, where reality is invisible, but true.

Something of a similar nature, though of course on a minor scale of magnificence, was a feature of Chicago's organized electricians' regular assemblage where the progressive officers of Electrical Workers Union Local No. 134 sponsored a feast of reason and a flow of soul, in the presentation, by an eminent electrical engineer, of "The Electric Eye" at the union's headquarters known as the "Union Park Auditorium," located at 49 North Ogden Ave., which began promptly at 8 p. m. and made the meeting of Thursday, June 1, 1933, a red letter event that will live long in the memory of all present on that auspicious occasion.

The electric eye program was a series of demonstrations, showing the spectacular achievements of the vacuum tube which is one of the latest developments in the electrical industry. Various equipment weighing about one ton, was shipped from Pittsburgh, through the courtesy of the Westinghouse Electric Company. Dr. R. H. Maxwell, electrical engineer, of the Pittsburgh branch office, demonstrated the developments of the "electric eye."

J. M. Zimmerman, well known maintenance engineer of the Westinghouse, (Continued on page 348)



This picture shows Mr. R. H. Maxwell, electrical engineer of the Westinghouse Electric Company. This is part of the equipment used in connection with the "Electric Eye" demonstration at Local Union No. 134.

Hartford's New Church Electrically Serviced

By JOSEPH V. ROSETTA, Hartford

FITTING climax to a long series of Hartford's greatest electrical wiring jobs is reached with the completion of St. Justin's Roman Catholic Church—John J. McMahon, architect; Paul D. Bemis, consulting engineer; Reverend Francis P. Nolan, pastor; Rosetta Electric Company, electrical contractors.

The wiring installation consists of approximately 10,000 feet of rigid steel conduit, from one-half inch to three inch size, and about 40,000 feet of rubber covered wires, sizes from No. 16 to No. 4/0. There are installed two 40 circuit panel boards of the latest type, equipped with remote control switches, one for the church proper and one for the sanctuary lighting. By this flexible wiring system, the lighting may be controlled from various points. There are over 100 lighting outlets for a total of 17,500 watts and 10,000 watts for motor power making a total of 27,500 watts, equivalent to over 36 horsepower. The source of supply is underground, entering the building at the switchboard room, at which point are installed disconnect switches for both light and power, main distribution panels and current transformers for metering. There are 56 local switches and 48 plug receptacles for light and power. There is a private telephone system with main call in sacristy to call the organ console, west vestibule and west gallery. This system is the return call telephone. The public address system consists of two microphones, four reproducers and switchboard. One microphone is built in the lectern for the preacher and one is a portable microphone for the choir gallery. The microphones are of the same type used in radio broadcasting work. The sanctuary lighting is of the concealed type, reflectors including the side altars and shrine. The four main altar reflectors are 25 feet each.

Another feature is the mass bell, connected to two push buttons, one in the priest sacristy and one in the sanctuary. When mass is about to start the bell is sounded from the sacristy. The congregation then arises. When mass is completed, the bell is sounded from the sanctuary. At this sound, the congregation may leave their seats.

There are four electric clocks in the new church of special design.

There are a total of 18 nave lighting fixtures located on each column, 20 feet, six inches from the floor. At the three galleries they are located 26 feet, six inches from the floor. These fixtures contain three sockets each and weigh about 100 pounds each. There are also 21 fixtures, smaller in proportion. The lighting fixtures are also of special design.

The wiring materials used on this project were manufactured by the General Electric Company, telephones by the Connecticut Electric Telephone Company, panelboards by the Plainville Elec-

Local Union No. 35 does novel wiring job enhancing beauty of church services. Counted a premier enterprise.

tric Company, public address system by Western Electric Company, lighting fixtures by Rambusch Decorating Company, reflectors by the Erikson Electric Company.

To install the various materials on this project required 3,040 hours or 380 working days of eight hours per day. This is based on one man.

In closing, we wish to thank the architect, the consulting engineer, the very reverend pastor and all the material concerns for their co-operation in making this a very successful installation.

Community Boosts Public Works

We, the officials of Bellwood, Cook County, Illinois, are in accord with the program of the Honorable Franklin D. Roosevelt, President of the United States, to use the power of the United States government to help initiate and promote useful outlets for work.

In these extraordinary times we have millions of unemployed people whose labor is forever lost to society. In the midst of plenty there is misery and want. Programs for promoting outlets for useful work can and should be provided.

In this major program, we, the officials of this village, recognize our limited power. Suggestions we offer are pertinent to this area. They are based on our knowledge and study of the needs for this territory. Such power we shall use to promote programs that make for proper functions of government, labor and capital. Government aid should serve to strengthen and not weaken the structure of private industry.

In this metropolitan area there are four major projects that are neither new nor

(Continued on page 344)



The Magnificent New St. Justin's Church on Blue Hills Avenue, Hartford, Conn.

Courtesy Hartford Times

Union Protests Administration of NIRA

July 21, 1933.

Honorable Franklin D. Roosevelt,
President of the United States,
The White House.

Dear Mr. President:

Because the great force of your administration has been its ability to keep close to workers and consumers; because we are aware of your entire friendliness to labor by your own declarations and repeated demonstrations; because we have felt during the last few weeks that your office due to the great stress of events, tasks and problems has appeared somewhat to have lost this contact with those you are seeking to benefit, may we be permitted to address you directly in the nature of a brief report in reference to the administration of the National Industrial Recovery Act.

We shall confine ourselves entirely to facts, but we believe merely the brief assembling of these facts will act as a forcible protest.

1. On or about June 27, the Cotton Textile industry submitted a code to the recovery administration. That code excluded from its jurisdiction electrical workers and other skilled men. Thereupon we filed a brief requesting that these skilled workers be included in the code inasmuch as they were an integral, important and necessary part of the productive force; and further requested pay commensurate with their skill. These requests were heeded, and proper, though not adequate, provisions for these skilled men were included in the completed and approved code. However, shortly thereafter, an executive order superseding this code was issued which nullified these provisions, and this executive order was issued without any consultation whatsoever with labor. At a meeting on another code (electrical manufacturing industry) we protested this action, and Mr. Hugh Johnson, administrator, publicly took full responsibility for this unusual procedure, nullifying the supposedly democratic method of formulating codes.

2. The shipbuilding and ship repair industry did, on or about July 19, submit a code for approval. The electrical workers union filed due notice of an appearance upon this code. Every preparation was made by this office to conform to the rules laid down by the Recovery Administration governing such appearance, and by working far into the night our representatives were able to prepare proper briefs and papers making such appearance. At 6:00 p. m. preceding the day for the scheduled hearing, we learned with amazement, that the original code had been withdrawn, and a substitute entered.

It is obvious that appearance on any code, published, is difficult enough, but making an appearance upon a code never read nor seen places opponents in an abject position.

Secretary Bugniet sends strong letter to President of the United States, which receives wide publicity.

Yet the hearing on the substituted code was held as scheduled.

3. The conduct of the hearing on the code for the electrical manufacturing industry held July 19 violated the most elementary principles governing public hearings. Rules were imposed by the deputy administrator which greatly favored the employers and handicapped labor:

(a) The factual rule imposed disallows any discussion of social and labor principles. But employers are not so handicapped because the code in itself is a group of business and employer principles.

(b) The rule was laid down that labor should present its case piece-meal, and

though this rule was abruptly changed much of the damage was done.

(c) When labor made a point against the code it was glided over by the deputy administrator and thereafter every question asked by the deputy administrator was designed to bring out rebuttal answers from employers. A study of the testimony will reveal the fact that virtually every question asked by the deputy administrator was of this rebuttal nature.

(d) Revisions in the code were made without consultation of labor representatives, and no changes requested by labor, except two very minor ones, were made.

(e) The sections of the code dealing with labor, and made mandatory by law for every code, received no discussion, and lay as so much deadwood, cumbering up the legal landscape.

Naturally a law designed to aid labor and consumers, if administered primarily, if not entirely, by men out of sympathy with and with no understanding of

(Continued on page 342)

Labor Section of Recovery Act Now Most Notable and Controversial

Sec. 7. (a) Every code of fair competition, agreement, and license approved, prescribed, or issued under this title shall contain the following conditions: (1) That employees shall have the right to organize and bargain collectively through representatives of their own choosing, and shall be free from the interference, restraint, or coercion of employers of labor, or their agents, in the designation of such representatives or in self-organization or in other concerted activities for the purpose of collective bargaining or other mutual aid or protection; (2) that no employee and no one seeking employment shall be required as a condition of employment to join any company union or to refrain from joining, organizing, or assisting a labor organization of his own choosing; and (3) that employers shall comply with the maximum hours of labor, minimum rates of pay, and other conditions of employment, approved or prescribed by the President.

(b) The President shall, so far as practicable, afford every opportunity to employers and employees in any trade or industry or subdivision thereof with respect to which the conditions referred to in clauses (1) and (2) of subsection (a) prevail, to establish by mutual agreement, the standards as to the maximum hours of labor, minimum rates of pay, and such other conditions of employment as may be necessary in such trade or industry or subdivision thereof to effectuate the policy of this title; and the standards established in such agreements, when approved by the President, shall have the same effect as a code of fair competition, approved by the President under subsection (a) of section 3.

(c) Where no such mutual agreement has been approved by the President he may investigate the labor practices, policies, wages, hours of labor, and conditions of employment in such trade or industry or subdivision thereof; and upon the basis of such investigations, and after such hearings as the President finds advisable, he is authorized to prescribe a limited code of fair competition fixing such maximum hours of labor, minimum rates of pay, and other conditions of employment in the trade or industry or subdivision thereof investigated as he finds to be necessary to effectuate the policy of this title, which shall have the same effect as a code of fair competition approved by the President under subsection (a) of section 3. The President may differentiate according to experience and skill of the employees affected and according to the locality of employment; but no attempt shall be made to introduce any classification according to the nature of the work involved which might tend to set a maximum as well as a minimum wage.

(d) As used in this title, the term "person" includes any individual, partnership, association, trust, or corporation; and the terms "interstate and foreign commerce" and "interstate or foreign commerce" include, except where otherwise indicated, trade or commerce among the several States and with foreign nations, or between the District of Columbia or any Territory of the United States and any States, Territory, or foreign nation, or between any insular possessions or other places under the jurisdiction of the United States, or between any such possession or place and any State or Territory of the United States or the District of Columbia or any foreign nation, or within the District of Columbia or any Territory or any insular possession or other place under the jurisdiction of the United States.

An Engineer Analyzes Bare Neutral

WHAT is bare neutral? Briefly bare neutral is removing the insulation from one side of an electrical circuit within buildings and allowing, encouraging, even arranging for, current to escape from the electrical wiring designed to handle it with safety to other parts of the building not designed to handle electrical current either safely or at all—on which it is an invader—claimed by promoters to be harmless, but known to the public, our members and the courts to be a “dangerous agency.”

Why is this bare neutral? Briefly the bare neutral is proposed with the ostensible purpose of saving the cost of insulating coverings on one wire of a circuit. Practically, it would, if established in practice, codes and ordinances, do away with the long established legal principle that those having a dangerous agency in charge must keep it from escaping to the property of others. It might even do away with the long established rights of owners of non-electrical property to have current kept off the facilities which they own, or for which they are responsible. Some even claim that if gas-piping and plumbing owners, installers and inspectors now permit or acquiesce in such a practice, they accept responsibility for electrical current on their installations and may have to establish electrical rules to govern the way pipes and fittings are connected, how the current may or must be received and removed from their piping, and so forth.

Some of our members ask who proposes such a practice and why have certain city administrations been overawed, or cajoled into allowing this practice, while the commercial interests who dominate the making of the National Electrical Code have proceeded to have it recognize such a practice.

This question, too, requires a detailed reply, but for the present a short answer must suffice with a promise of more to follow.

Utilities See Profit

We have not stood idly by. The practice has been proposed solely by electrical utilities which have long discussed lowering costs of consumer wiring, on which they can get no financial return, and which they cannot enter in their books for rate making at many times their true amounts. Some believe the utilities have been motivated partly by a desire to divert public attention from their own excessive investments, true and manipulated, and from their own enormous salary lists,—by much discussion of the labor and material costs to be saved by a bare neutral, meantime neglecting to bring frankly to the attention of gas piping, plumbing men and associations what was involved for the latter. Some even believe this an example of utility ruthlessness and “government by financial power.”

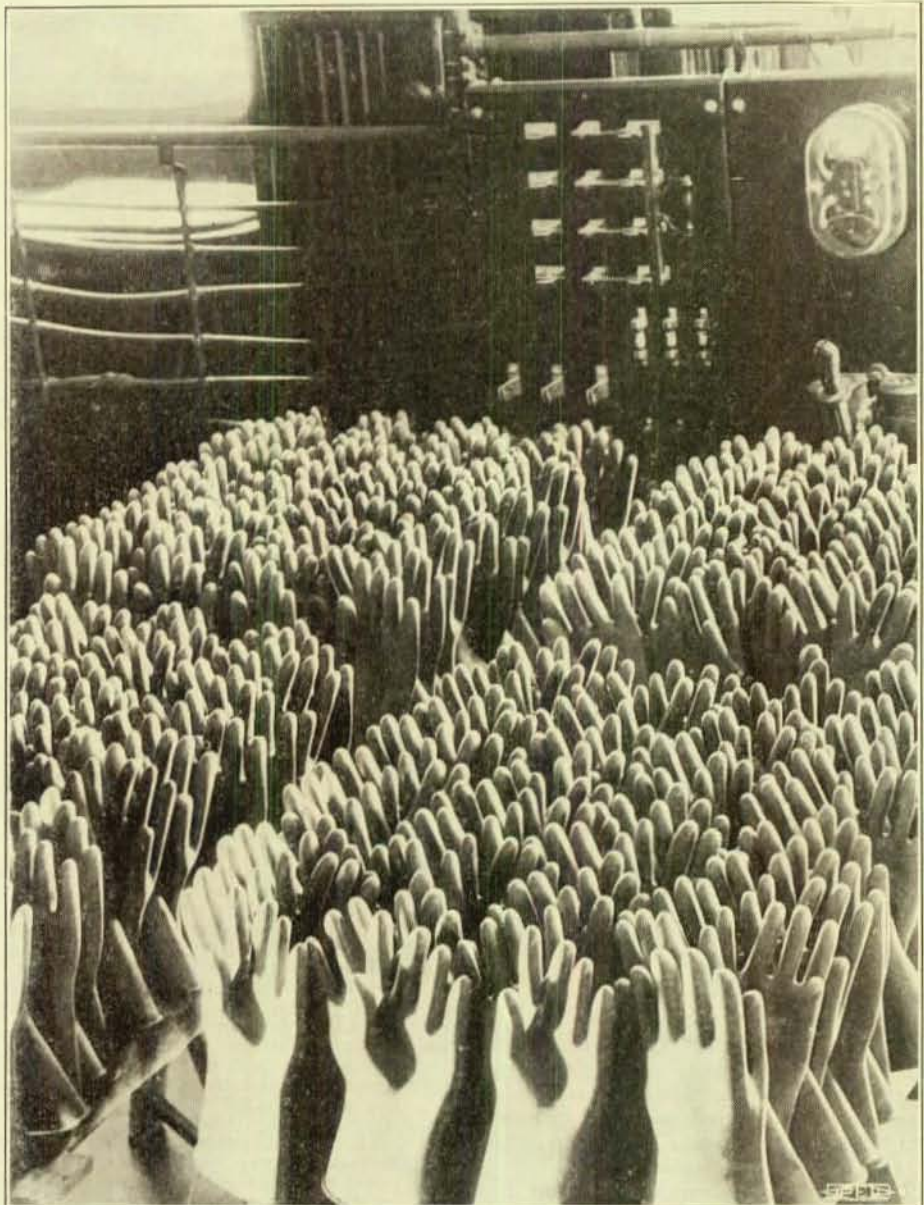
What is it? Why is it? Is it an engineering device worth any reputable support? Engineering member discusses proposed innovation.

These utilities have acquired large voting power on the electrical committee which makes the National Electrical Code and is supposed to work for safety and ethical treatment of its problem. Meantime this committee and the executive committee of the National Fire Protection Association have repeatedly over the past several years denied the request of our Brotherhood that our

members have even one direct representative on this electrical committee. After considerations at which we were neither present nor invited they have ruled that the committee has a “balanced” representation and that labor is sufficiently represented through a single governmental agency, and the Department of Labor. Humorously enough, there has been no intimation that the utilities (or manufacturers who are largely dominated by the utilities as their largest organized customers and most sound financially) could relinquish their 14 votes on this same electrical committee and depend upon a truly governmental agency for presenting their knowledge and protecting their welfare.

It must be stated that the electrical

(Continued on page 350)



READY

Thousands of protective gloves are anxious to clothe thousands of idle linemen's hands. This particular batch was issued by the public-spirit agency, Los Angeles Bureau of Power and Light.

International News Photos

Government Should Bring Job Insurance

"Insecurity: A Challenge to America," by Abraham Epstein. Harrison Smith and Robert Haas, New York, publishers. Contains 680 pages. Price, \$4.00.

ROUNDLY denouncing the failure of society to provide adequate economic protection for all of its members, Abraham Epstein, in a new book "Insecurity: A Challenge to America," frankly advocates the prompt enactment of federal legislation to inaugurate a national system of social insurance. He decries our paradoxical situation in which abject poverty and suffering exist in the very midst of luxuriant plenty. Few persons are so conversant with the problems arising from insecurity as Mr. Epstein. Formerly the director of research for the Pennsylvania Commission on Old Age Pensions, organizer and secretary of the Workers' Education Bureau of America, investigator and author, Mr. Epstein has for the past six or seven years been the executive secretary of the American Association for Old Age Security, Inc. He has met at first hand the sick, the jobless and the dependent in all walks of life.

The source of all our types of social hazards, Mr. Epstein avows, is inherent in our industrial structure. As long as the masses continue to be individually dependent upon the receipt of some sort of a salary or wage for their daily bread, they will be vulnerable to destitution whenever unemployment, old age, accident or illness cuts off the income. Permanent invalidity, blindness, death, the birth of a child or even the maintenance of an exceptionally large family all too often renders the family resources insufficient. Each of these risks the author examines separately, analyzing the available "nostrums and antidotes" against them. One by one he explodes the commonly supposed bulwarks of the working man. Insurance policies, savings accounts, high wages, company stock ownership, company welfare plans, industrial pensions, mutual benefit systems, private philanthropy—all are exposed for what they are.

Welfare Schemes Hit

Unemployment cure-alls, he claims, such as industrial stabilization efforts, reduction of working hours, spreading of work, excluding of the old and the very young from the labor force, increased foreign trade, extortionate employment exchanges and public works

National authority reviews whole field of unemployment insurance, explodes employer fallacies, and outlines scheme.

together have proved to be too meager to sustain falling purchasing power or prevent breakdowns in family incomes during business recessions.

The care of superannuated workers

single cause of dependency. When it strikes a family bread-winner it is doubly serious. Its approach is commonly unheralded. Its incidence is inequitable, falling most heavily and most frequently upon the poor. Mr. Epstein marshals facts and figures to prove all of these points. Modern health provisions and preventative measures, he declares, are inadequate. Voluntary health insurance efforts are a farce. Until a system of national health insurance is inaugurated, the poor will continue, as with all insecurity risks, to bear the brunt of the burden. Such sickness insurance, he shows, must include both medical care and cash benefits.

Thus demonstrating the failures and shortcomings of all our methods of coping with them, he proceeds down the long list of social hazards to which the individual is daily exposed. Only a broad, compulsory federal insurance act, covering all precarious contingencies and applicable to all of the lower income groups, will provide security and alleviate suffering in times of trial.

Federal Leadership Needed

"Federal aid," he declares, "is essential to a sound system of social insurance in order to preserve adequate standards and guarantee satisfaction and uniform administration throughout the country. * * * There can be no well-being for any society, whether it be capitalist or communist, without economic mass security. Poverty and economic backwardness make the complete attainment of security difficult in many lands. America has the wherewithal to establish adequate protection. All it needs is clear insight and the courage to divest itself of outworn dogmas."

The advantages of a compulsory insurance system over our present quack social remedies and over existing volun-

tary devices are salient. It is the only method which will cover all who are likely to find themselves in need of aid. It involves no agents' fees, no inflated salaries, no competitive charges for promotion and advertising, no losses through lapse of policy and no profits. It eliminates all the entangling restrictions of private insurance schemes. It has extremely low overhead and administrative costs because it spreads the risk over the entire working population. It tends to raise the standard of living by assuaging penurious destitution.

(Continued on page 350)



From a painting by Duerer

PETITIONING HANDS OF OLD AGE

and of the aged in public almshouses and benevolent homes, or through public outdoor relief, organized charity, church funds, teachers' retirement plans, industrial pensions, trade union pensions, military and civil service pensions and fraternal society benefits still leaves many old and helpless people either neglected or unhappily herded into dehumanized institutions after disheartening years of strain and worry.

One of the most oppressive tolls exacted from the working classes is our annual sickness bill. In normal times ill health constitutes the most potent

Bad Housing as the Source of Crime

"When a child is arraigned in court, there are always three delinquents, the child, the parent and the community. And the last is the worst sinner, for it let the slum grow that wrecked home and child alike."—E. K. COULTER, *The Children in the Shadow*.

"Nevertheless, no adequate statistical studies of the causes of crime which properly isolate housing factors are available at this time. Nor does it seem probable that housing factors can be sufficiently isolated from other environmental factors, or from conditions of family life, moral training, and the mental and emotional make-up of the individual, to make such a study convincing."—J. FORD, *Improved Housing as a Means of Crime Prevention*.

"Hence there is a conspiracy of conditions which account for his becoming a criminal—conditions in his own constitutional make-up, in his early social development, in his lack of training, in his poverty and in the surrounding social atmosphere, including habits, customs, ideals, beliefs, and practices. The social conditions around him set the stage on which each of these factors plays its part and release in his conduct the good or the evil in his nature. Thus is the criminal made."—J. L. GILLIN, *Criminology and Penology*.

"In Chicago, the child of the immigrant grows up in the romantic if ill-smelling jungle neighborhoods which lie about the loop district and the stockyards. Here he lives, explores ash cans, pries about buildings and imagines what happens beyond the pale. He imitates the most impressive of the people he sees, the 'cops' and thieves. In his boy society codes, gang loyalty and the stigma of 'squealing' are learned. Part of this code is derived from the anachronistic codes of parents transported from another culture area, and fitted to a simpler cultural epoch."—W. BOLITHO, *The Psychosis of the Gang*.

"Lower-grade intelligence generally, bad housing conditions, the indifference of whites to the Negro problem, and the importation within recent years of many Negroes from the South undoubtedly are among the chief reasons for their local criminal record, which shows 24.2 felonies to the thousand of population during the three years."—R. H. GAULT, *Report of the Committee on Origin of Crime*.

"To Bonger and his school the capitalistic organization of society, as he calls it, is the mother of all crimes. * * * Bad social conditions, such as crowded housing, indecent living conditions, improper care of children, lack of

education, denial of opportunity at the higher culture, emphasis upon selfishness instead of upon consideration of social welfare, all due to our present society. * * *"—J. L. GILLIN, *Economic Factors in the Making of Criminals*.

"In addition to the incentive to crime found in the unequal distribution of wealth and the feverish struggle for economic and social prestige there are other economic conditions which affect the rate of criminality. The business cycles, the resulting unemployment in times of depression, the speculative eras in times of economic expansion, business failures, and want, poor housing, lacking of sanitation consequent upon business depression, furnish disturbances which incite to crime."—J. L. GILLIN, *Economic Factors in the Making of Criminals*.

"It is the sins of the city against the children that stand out most startlingly in the children's courts. The community robs the child in the congested districts of everything a growing human being needs for health of mind and body—and then it would punish him when his efforts to win these chances for himself bring him sharply against the law of a grown-up world. Were there anything like a rational distribution of population, were the dwellers in the tenements not deprived of light and space, were the tenement children not desperately put to it for anything like normal play, there would be a great falling off in the numbers that pass into the children's courts, the charitable, reformatory and the penal institutions."—E. K. COULTER, *The Children in the Shadow*.

"The man-made factors in the gang's impersonal environment are of equal importance in their influence upon the location and nature of its activities. In New York, where boys have such restricted play space and where the tenement provides the chief form of housing for the poor, adolescent gang life differs from that in Chicago. Chicago, comparatively young and free from tenements, sprawls over a large territory and most of its congested areas have many ramshackle buildings and hide-out places for the gangs. Railroads and sources of junk, such as empty houses, alleys, and rubbish dumps, also condition the life of Chicago gangs in important respects. A blind street, a hemmed in or isolated housing situation, a group of dwellings fronting on an inclosed court or private street, or a large number of flats above the first story in an exclusively business area like South State Street give a particular trend to the group life of the boys living within their confines."—F. M. THRASHER, *The Gang*.

"The group of cases here presented are far too small a number from which to draw conclusions regarding slums in general. They do suggest, however, that our segregated areas of poor housing are areas in which the general intelligence level is below average. If this be true it would profoundly affect our views on the problem of eradicating the slums. A conception of the slum as a simple living area brings many new questions to the foreground. The old concept that the 'melting pot' functions through mingling of races would have to be set aside in favor of an approach that recognized the problem of eradicating slums; not primarily as one in sociology, but of one in education. As we have stated elsewhere, the sociological problem of family life in the slum seems to settle itself—the families of better capacities move out. Thus, in New York City, in the ten years following the national policy of immigration restriction, we have seen vast losses in slum population. But the education problem of dealing with those who remain would thus be intensified."—H. M. SHULMAN, *A Study of Problem Boys and Their Brothers*.

"In the study of the distribution of places of residence of delinquents it was revealed that certain areas of the city produce a disproportionately large number of the delinquents who are brought to the police station and the juvenile court. It was pointed out, also, that the rate of delinquency showed a rather consistent relationship to the type of community background, being consistently high in the areas of deterioration and low in the residential areas of single-family dwellings and apartment houses. These findings seem to suggest that the problem of delinquency is to a certain extent a community problem. In other words, delinquent conduct is involved in the whole social life and organization of the community. This is a phase of the problem which has been greatly overlooked, both in the study of the causes of delinquency and in the treatment of the offender."—C. R. SHAW, and E. D. MYERS.

"The chief purpose in this paper has been to emphasize the fact that children act as they act not because of innate badness but because of the total influence of their environment upon the particular heredity which they may have. This means that truancy is not a simple affair to be solved by locking the boy up in the detention home or the county jail or halting him into court, but requires for its solution an analysis of the more fundamental relationships and ideals of the community."—H. D. WILLIAMS, *Truancy and Delinquency*.

Slums Take Awful Moral Toll

"The picture of the gangster presented in this chapter differs widely from the current descriptions of him, whether those of soft-hearted sentimentalists or of hard-headed realists. When allowed to speak for himself, he is seen to be neither an innocent youth led astray by bad companions but ready to make good if given a chance, nor a hardened and vicious individual who has deliberately and vindictively chosen to wage war on society.

"The story which he gives of his own life shows him to be a natural product of his environment—that is, of the slums of our large American cities. These slum areas have been formed in the growth of the city. They have been ports of first entry for each new wave of foreign immigration. These slum areas inhabited by national groups, as well as industrial areas like back-of-the-yards, are subject to the constant misfortune of the drawing off and moving away of the legitimately successful people. The constant ambition that grows with the rise of the people is to get out into the better districts of the city. As the successful families move away they leave behind the unsuccessful, laboring foreigner, who is not accepted as a model for the children and youth in their process of Americanization. But there also remain the gangster and politician chief, who become practically the only model of success.

"It follows that the gangster is a product of his surroundings in the same way in which the good citizen is a product of his environment. The good citizen has grown up in an atmosphere of obedience to law and of respect for it. The gangster has lived his life in a region of law breaking, of graft, and of 'fixing.' This is the reason why the good citizen and the gangster have never been able to understand each other. They have been reared in two different worlds."—J. LANDESCO, *Organized Crime in Chicago*.

"That the slum is usually the home of the urban delinquent child is acknowledged by all investigators who have conducted broad-scale inquiries covering urban communities in their entirety. The areas of isolation, of deteriorating housing, of immigrant population, stand out on delinquency spot maps as sore spots.

"The boys studied in this report come from two such areas, one situated in a downtown neighborhood whose delinquency rate for children was 4 per cent and for boys 16 to 18 a similar amount; the other, an uptown Manhattan area where the delinquency rate was slightly less. These two areas, each not more than half a mile square, were selected for this study as being among the highest in juvenile delinquency in the entire city."—H. M. SHULMAN, *A Study of Problem Boys and Their Brothers*.

Urban sociologists claim that juvenile delinquency and crime, while not completely confined to any given areas or social class, arise primarily in certain transition areas, of poor housing, popularly termed 'slums.'—H. M. SHULMAN, *A Study of Crime and the Community*.

"Burt, in his London studies of juvenile delinquency, analyzed the residences of 2,000 cases of industrial school commitments and found a broad association between juvenile crime and areas of poverty. He charted the map of London, showing the ratios of delinquent to normal children in the various boroughs, and found the boroughs in the heart of the city to have the highest delinquency rates, followed by adjacent boroughs on both banks of the Thames."—H. M. SHULMAN, *A Study of Crime and the Community*.

"The existence of room congestion is not a sporadic occurrence, but follows very generally upon the heels of land congestion and seriously augments the density of occupancy. In the most congested sections, toilets either in the halls or yards were shared by several families and were not only an aid to the communication of disease but a menace to morality and decency."—Committee on Regional Plan of New York and Its Environs, *Buildings, Their Uses and the Spaces About Them*.

"Overcrowding has its results in stunted growth, lowered vitality, retarded mentality, frequent headache, nervousness, conscious and unconscious, and the conflagration-like spread of tuberculosis and other diseases. Morally it breaks down the feeling of privacy, and hence brings on loss of self-respect, of modesty, of order, of neatness. In general its dehumanizing effects are seen in failing amenities, in the disintegration of the family, in a tendency to focus life on the streets, in increasing habits of criminality, and in the prevalence of every phase of low-grade citizenship.

"Among the more alarming aspects of overcrowding is the necessity that several persons share the same sleeping room, and, very commonly, that three or more persons occupy the same bed. The disturbance within and without the house and the universal lack of ventilation result in lowered vitality, nervousness, irritation, depression, uncleanness, and the dissemination of disease."—R. A. WOODS and A. J. KENNEDY, *Young Working Girls*.

"In the third place, we must name as a cause of the demoralization in youth bad housing conditions. One of the most pronounced characteristics of the child is his propensity to imitate. Hence it follows that the fact that a whole family

must live and sleep in one or two rooms has the most harmful consequences for the sexual morality of the children. Sexual life has no longer any secrets for the child of the poor classes at an age at which this life is still a thing unknown to the children of the well-to-do classes."—W. A. BONGER, *Criminality and Economic Conditions*.

"Mental health finds itself threatened by congestion, lack of privacy, impaired opportunity for home study, and the crowding of family life, with the numerous strains due to faulty physical surroundings. The moral health of a community merits greater attention than has been given, and is closely linked up with problems of room congestion, darkness, dampness, a lack of bathing and toilet facilities and the general unattractiveness so common in the homes and dwellings of those with limited income."—I. S. WILE, *Sociological Aspects of Housing*.

"A good deal of the immorality of the * * * district, located in the South Side bad-lands, is explained by the terrible housing conditions. There are many vacant lots and open spaces between the structure, but the congestion within the house is almost unbelievable. This is due to the attempt to reduce rents by subdividing apartments and by taking roomers and boarders."—F. M. THRASHER, *The Gang*.

"Thrasher, author of *The Gang*, found decided concentration of boys' gangs in these areas of delinquency. The outlying residential communities of single-family dwellings and high-class apartment buildings produce relatively few cases of delinquent children."—C. R. SHAW and E. D. MYERS.

"Bad housing undoubtedly has a distinct bearing on juvenile delinquency rates. In four blocks of poor housing studied in 1920 by the State Reconstruction Commission, the delinquency rate was equal to the average for the area in only one block and above average in the others.

"In four small blocks of wretched housing, under an elevated structure 58 boys and girls, or nearly four times the average for the area, were reported as conduct problems during 1926."—H. M. SHULMAN, *A Study of Crime and the Community*.

"The section having the greatest amount of delinquency was also that most lacking in playground space with adequate supervision of activities. It may be accepted as a truism that a sufficient amount of wisely guided recreation is a most important factor in the prevention of delinquent behavior."—H. M. SHULMAN, *A Study of Delinquency in a District of Kings County*.

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The Present Hour

No one can look back from August to March without a consciousness of great gains made. Business has materially improved. A new mood of confidence and assurance animates the people. Adjustments and readjustments have been made by numerous great groups of business, labor and industry. Moreover, a swift, vivid kind of social education has gone forward, which should make America a better place to live in. Indeed, no one should measure the detail happenings of this summer, without looking back to that dark hour in March, when every bank in the nation was closed, and the country seemed on the edge of disaster.

Everyone should understand, too, that the lawmakers and the President had no choice. They had to act decisively, swiftly, without too much time for planning. And every one should realize, too, that in the main, they did the right things: they had to pass over to an era of *controlled* business and economy, because all the old controls had broken down.

On the other hand, one does not have to be blind to see some of the more important eddies and currents in the midst of this larger stream of progress. And some of these lesser trends are not so reassuring to organized labor, and to the nation.

The nation is viewing the peculiar spectacle of the National Industrial Recovery Act—an act framed by labor men and friends of labor—being administered entirely by men, whose past has been hostile to unions, and the union philosophy. This is an anomaly of grave nature, simply because, even if Administrator Hugh Johnson and his big business aides wish to be fair, they will be unable to be by the very limitations of their past, their experience, their social ideas—and their friends.

Big business has made a great outward show of co-operation, but people-in-the-know in Washington see that big business lobbies, as always, want maximum returns for minimum outlays. Big business looks to gain immensely by the right to drive the small business out, fix prices, and boost profits. But organized labor, in contrast, will gain no help under the law in its battle to drive out the standard breaker. There is real danger that the increase in minimum wages may be made at the expense of skilled workers, in the lowering of differentials.

The salient fact remains that organized labor must, in this crisis, help itself as it always has. It must be intelligent, aggressive, loyal, alert; it must preserve its standards, fight for new gains, organize the unorganized, eliminate its enemies,

and do all this, and at the same time, support the major aims of the President's program.

If Roosevelt Fails

It may just as well be seen that this nation faces three major courses of destiny.

1. To go back to Hooverism—rugged individualism—with special privilege enthroned—which is likely to mean fascism of either the Mussolini or Hitler variety.

2. To go on with Rooseveltism—a kind of voluntary discipline—or voluntary co-operation as between the state, business and labor.

3. Or this failing, to escape chaos, to completely governmentalize business and industry—or as Donald Richberg told New York business men, a system where business heads will be chosen by ballot.

It would appear that every thoughtful person would wish to back the Roosevelt program, but we know that many business men are doing it rebelliously, and many are praying for the days of rugged individualism. We are either to have fascism, socialism, or the half-way stage of Roosevelt lying between these two. It is a fateful choice big with possibilities.

Beat the Drums

Everywhere in this complex and vast nation of ours, drums of organization are being beaten. Labor is making gains. This organization is making gains. The drums must not cease their challenging rumble. They must wake the ignorant, slothful, indifferent workman to his rights, and to the value of union organization. They must call loud and insistently.

There is danger—and we must frankly recognize dangers—that the government will fail in its major objective of increasing purchasing power. Even if it does not fail—and we hope it will not—there is very little in the codes that protects skill, individual and collective, that forwards union co-operative management, that protects standards of material and workmanship, that advances labor education. There was never greater need for strong, intelligent, social labor unions than now. Unions remain the greatest social force in America today.

As always the best organizers are union workmen themselves. They are living testimony of union principles, aims and success. Let every union man from now until the battle is won, sound the call for organization.

Labor Relations

Donald Richberg is doing the best work here in Washington to interpret N I R A to the country. He speaks with independence and thoughtful impetuosity, lifting the red light of warning to business men. Especially significant is the following statement made in his second major address:

"Surely so long as democratic government endures, no law will authorize all the employers of one industry to combine in fixing wages and writing rules to regulate the lives of their employees, and at the same time deny, or permit them to deny, to their employees an equal right to combine and to exercise the powers of self-government which are the

essence of human freedom. The fact is that a new opportunity is opening up to employers and wage earners to devise and to operate a new machinery of collective bargaining which may well bring about a *revolutionary* improvement in labor relations."

This, of course, is devoutly to be wished. And Mr. Richberg has rightly analyzed the trend. But the trouble with politics is that the impossible and the unreasonable thing does happen—often to the detriment of the nation.

Not Dictator Yet

General Hugh Johnson may be anxious to catch the public spotlight even as other generals before him have been anxious. He speaks in hard, metallic phrases (having once been a he-man's novelist) and is not above declaring that he will "sock the slacker in the jaw," and that "the air will be filled with dead cats," meaning criticism. But General Johnson should be told that he is not dictator yet. Only administrator. Only administrator of laws passed by the people's Congress. Until he is dictator he is *not* going to "sock" anybody in the jaw, and he *is* going to heed criticism, whether he likes it or not. There is an election in 1934, and one in 1936, and policies now exuberantly announced by him, may not be so exuberantly received by the voters when they say "yea" or "nay" at the polls. Many revolutionary things are going on at Washington, but the form of election has not been abolished, and is not likely to be abolished even if the doughty general does feel like trading a blow or two with critics. The general has a hard job, and his nerves may be a little ragged, but he must not forget that there is a difference between administrator, and dictator.

Outgoing—Incoming

There is something fitting in the succession of Howell H. Broach by Daniel W. Tracy, as president of this organization. Both come from the south. Both had their training in the south. Both have served the Brotherhood with the same kind of dogged, intelligent, inspiring loyalty.

Broach, the younger man, has brought impetuous energy and enthusiasm to the job. He has brought an innovator's point of view to the presidency. Tracy brings judgment, sterling integrity, the gift to inspire confidence. Both are of the calibre worthy to head a leading labor organization.

It is apparent that there is much to do. Tracy arrives at the presidency at a time when every ounce of talent is demanded. We predict unhesitatingly that the organization will go forward with the same indomitable will to achieve as it has in the past.

Key Miss Helen Alfred, secretary of the National Public Housing Conference, has addressed a letter to the Building Trades Department of the American Federation of Labor, that touches the fundamentals of recovery. "We all have got to keep our eyes open," she declares, "to see that out of the present situation there emerges a progressive program which guarantees two results important to the workers of America—*elevated wages and reduced rentals.*"

Elevated wages and reduced rentals, or reduced living costs

for millions is the key to prosperity which will last.

Miss Alfred continues:

"Those of us interested in quality houses for wage-earning groups throughout the country believe that the time was never riper than now for the initiation and development of such a balanced program. But a rehousing program of sufficient magnitude really to revive the building industry involves problems of land acquisition, clearance, mass construction and finance which we believe can only be solved by public action. In short, we have got to get our municipal authorities to assume responsibility for slum clearance and low-cost housing.

"The national government has played a splendid part in opening the way to a new deal and a new day in housing. They have offered cities not only cheap money but gift grants amounting to 30 per cent of the cost of materials and labor—if they will but use them. A federal housing bureau of excellent calibre is now in process of organization. If only all important national and local organizations will just do their part in the next few months or even in the next few weeks, we can press many cities into an assumption of responsibility at this time, and to the adoption of progressive public housing policies."

This view should be made an integral part of the national reconstruction program.

That Profit System

What the government is seeking to do, is being done, and must be done, in the narrow limits of the profit system. The resulting materialism can be described thus:

Worker: I want work and pay.

Government: These are your right. Employers must cut hours and raise wages.

Employer: If I do these things, I shall have to raise costs and prices.

Government: Prices must not rise faster than wages.

Employer: How, pray tell, can I raise wages without raising prices? I must make a profit.

Government: Wages must go up first.

Worker: I want work and pay.

Employer: But I can't raise wages before I get the money with which to raise them.

Government: The situation is desperate. We have to go along on these lines.

Worker: I want work and pay.

And so the round begins again. But profits are being taken. The Wall Street Journal reports in one large industry that for every 5 per cent increase in sales, profits increase 12 per cent.

The ruling of the National Recovery Administration barring sections of the steel code which attempted to legalize company unions is a substantial victory for organized labor. It is true that these sections of the steel code had no basis for existence in the Recovery Act, but it is also true that legal technicalities might have legalized company unions under the Act. However, the victory must be looked upon merely as a negative victory. It does nothing in a positive way about advancing real unionization as an essential part of American industry.



WOMAN'S WORK



N. R. A. PROGRAM NEEDS HELP OF WORKER AND CONSUMER

WASHINGTON, D. C., is sweltering in the heat again, but not in its usual summer somnolence. Events have been so lively and so surprising that even the newspaper people, cynical critics of the national scene, will scarcely predict what is going to happen next. People are getting to expect the unexpected. Changes of so tremendous a nature are being promised by the National Industrial Recovery Act that it seems that scarcely an institution, corporation, group or even individual, will remain untouched in some way.

The recovery program, with its announced intention of raising wages and shortening hours to boost consuming power and put the unemployed back to work is a magnificent effort which deserves the solid support of every citizen. But you cannot change people's hearts overnight. There must be a period of education to change the old ideas—there are plenty of employers who find it very difficult to believe that high wages are good for business. There must be enforcement forces, wide awake and active, armed with economic weapons, keeping watch at every point. Did you ever consider that economic weapons are stronger than guns? If you point a gun at a man he can call the police; but if you refuse to patronize his store, what can he do to you?

New Roll of Honor

Every town, little or big, in the United States will have its N. R. A. honor roll posted in the postoffice, a new kind of shopping guide that will indicate which stores and other establishments have subscribed to the blanket code. By the way the merchants are rushing to put their names down and get the N. R. A. emblem with its blue eagle it looks like they will be signed up 100 per cent by the time you receive this copy of the JOURNAL. That is what the buying power of the American housewife, and the fear of her disapproval, can accomplish.

It is a pity that the housewife cannot be as powerful a force in the enforcement of the code. Unfortunately, she cannot see behind the scenes to witness the sneaky acts of those to whom profits are more than principles. But she can make it plain to the merchants with whom she deals that no mercy will be shown to those caught cheating.

Of course, what we need and have needed all along is good strong unions. Labor organizations could enforce these codes just as they enforce their own working rules, because they are vitally

concerned in the matter, and also because their members are right on the job and see everything.

Unions Go Forward

The way union organization is progressing right now is the best possible indication of the success of the great drive to end the depression. The labor provisions of the recovery act did not make it impossible for employers to fight organization of their workers, but made it a little harder since the act specifically sanctions union organization. The speed with which workers are moving into organizations in almost every industry is a clear indication of their belief in what unions can do for them. The A. F. of L. is even organizing industrial unions, that is, taking all the employees of an automobile plant, for instance, into one independent union without regard to craft lines. It is felt that organization may take place more quickly in this manner and that the employees of a plant, particularly under mass production methods, will have greater bargaining power if organized as a whole. If labor succeeds in its objective of organizing industry there will follow a great drive to raise wages. The minimums in the industrial codes, although they represent a great advance from depression levels, nevertheless are not high enough to insure the worker the consuming power he needs to use his share of a greatly augmented, mechanized production.

Eliminate Child Labor

One of the greatest benefits to be effected by the recovery plan is the wiping out of child labor, as specifically written into the codes.

"Yet we will never feel safe until we ratify the national child labor amendment because the Recovery Act is emergency legislation and has a time limit of two years on it." This is a warning from Miss Rose Schneiderman, of the National Women's Trade Union League. Miss Schneiderman is a member of the labor advisory board for the Recovery Administration. She has also been the head of a committee seeking to place a label on women's garments indicating that they were produced by workers who enjoyed fair wages and conditions, in an effort to combat the sweatshop.

That there will be such a label is indicated by the garment manufacturers' code. This will not be a union label, as such, but there are many organized workers in this industry, and according to Miss Schneiderman, the outlook for

organization in the garment trades is encouraging. In Pennsylvania, for example, workers have been flocking into the unions by thousands.

Wages Must Rise Quickly

"Wages must be restored very quickly," Miss Schneiderman said. "They have been cut 33 per cent. A 15 per cent raise doesn't begin to restore what has been cut. Raising wages 30 per cent would begin to restore the purchasing power that is needed. This will be just a beginning. We don't know how far mechanization of industry has gone forward in four years. Mechanization affects not only factory workers but also the white collar workers. Men and women over 40 have been weeded out. What shall we do with them? I believe a state social insurance scheme is going to be a necessity."

Miss Schneiderman emphasized the need of quick and widespread union organization. "Millions of unskilled workers have been at the mercy of employers all these years. We need hundreds of organizers, plenty of money. * * * Union treasuries are depleted, there is no telling where the money to carry on organizing campaigns is coming from but where the battle is thickest, volunteer organizers carry on without pay, local members sew up the holes in their own district, thousands of workers walk out of a factory in a body and seek the organizer."

Sixteen hundred volunteer organizers are assisting the paid organizers all over the country, according to the latest report by the American Federation of Labor. In addition to this there are the organizers for 108 national and international unions with their additional thousands of volunteer workers; also the state federations of labor and the central trades bodies of 1,617 cities.

An astonishing development was the policy laid down by Harry L. Hopkins, Federal relief administrator, that strikers may get relief from the United States government when their own funds are gone. The only string attached to this is that the U. S. Department of Labor shall determine whether the strike is reasonable and justified.

But there are so many astonishing things happening these days and so many precedents being broken that it is impossible to do more than touch on a few of them here. What we want to emphasize is that there is a great opportunity for workers' organizations; President Roosevelt wants to help us; glorious achievements are in the future if we have the courage to help ourselves.

Looking Over the Recipe File

By SALLY LUNN

Do you have a recipe file? Every woman who likes to produce an interesting, varied diet for her family occasionally picks up recipes she would like to try out—sometimes cut out of newspapers or magazines, sometimes written down by friends. Unless you have a regular place to keep these recipes they get lost. I am always picking up recipes, trying them out; some of them I like so well that I use them frequently. A small card file, with an index showing the different kinds of foods, as: Meats—Soups—Cake—etc. makes it easy to find what you want. If you keep a jar of paste and scissors handy you can paste the recipes you have clipped onto the cards. Any recipe that does not merit a second trial can easily be discarded by throwing away the card.

Some day when you are wondering what to have for dinner you can sit down with your card file and just by glancing through it find all sorts of wonderful ideas. I am going to give you a few, selected at random—all tasty, economical dishes suitable for summer. These recipes have all been originated and tested by the U. S. Bureau of Home Economics, and I assure you they will not go into the wastebasket after the first trial.

GREEN APPLE PIE

8 to 12 small green apples $\frac{3}{4}$ cup sugar
 $\frac{1}{4}$ teaspoon cinnamon $\frac{1}{4}$ teaspoon salt
2 tablespoons butter Pastry

Pare, core and slice the apples. Line a deep pie pan with pastry, spread a layer of apples over the bottom, sprinkle with a mixture of the sugar, cinnamon, and salt, dot with butter, and repeat till all are used. Add the top sheet of pastry. Put pie in moderately hot oven (400° F) for 10 minutes, lower temperature to 375° F and bake the pie for 30 to 35 minutes, or until the apples are tender and the crust is golden brown.

PLAIN PIE CRUST

$1\frac{1}{2}$ cups sifted flour About $2\frac{1}{2}$ table-
1 teaspoon salt spoons water
5 or 6 tablespoons fat

Mix flour and salt and work in the fat with tips of fingers, or a fork, or biscuit cutter, till mixture is "grainy." Add water slowly, and use no more than necessary to make a stiff dough. On a lightly floured board roll out a little more than half the dough into a thin sheet large enough to line the pie pan. Pat the dough lightly into the pan, put in the pie filling, and moisten rim of dough. Roll out upper crust, allowing about a half inch extra around edge. Fold sheet of dough in half, make a few slashes through both thicknesses near the center, lift onto pie, and spread out over the filling. Press lightly around the edge of the pan,

and if the filling is juicy allow enough dough to fold under well. Lift the pan up and trim off the surplus dough, holding the knife slantwise underneath the pan. With the tines of the fork, press the rim lightly down to the pan, and the pie is ready to bake.

COTTAGE CHEESE

1 quart freshly clabbered sour milk Salt
1 quart boiling water Pepper

Pour boiling water over the clabber. Let stand until curd separates. Turn into cheese cloth bag and let hang until whey has drained. Break and moisten curd with two tablespoons melted butter. Season to taste. Sweet or sour cream may be added, for greater smoothness and better flavor.

CREAM OF VEGETABLE SOUP

2 tablespoons freshly chopped rutabaga turnips
3 " " " carrots
2 " " " onions
1 " " " parsley
2 tablespoons melted butter
1 tablespoon flour
1 quart milk
 $1\frac{1}{2}$ teaspoons salt

Cook chopped vegetables in the fat for 10 minutes, add the flour, and stir until all are well blended. In the meantime heat the milk in a double boiler, add a little of it to vegetables, stir well, combine with rest of milk, add salt and cook for 10 minutes. The flavor is improved if the soup is allowed to stand a short time before serving.

CORN CHOWDER

1 pint milk 1 or more onions
1 pint boiling water 1 quart potatoes,
2 cups canned corn diced
2 tablespoons salt pork, Salt
diced Pepper

Cut the pork into small pieces. Chop onion. Boil diced potatoes in pint of boiling water for 15 minutes. Fry salt pork and onion for two minutes and add these and the corn to the potatoes. Cook until potatoes are done. Add milk, season to taste with salt and pepper, bring chowder to boiling point. Serve in soup dishes.



Courtesy U. S. Bureau of Home Economics
RICE BAVARIAN CREAM

Women's Auxiliary

WOMEN'S AUXILIARY L. U. NOS. 84,
613 AND 632, ATLANTA, GA.

Editor:

Friday, June 23, our auxiliary had their much-talked-about picnic. Mrs. C. M. Boone, president, made and served delicious lemonade. The long table was beautifully spread with an abundance of delicious food. In the late afternoon swimming, boating and horseback riding were among the sports enjoyed.

The auxiliary was happy to have present at its meeting Mrs. M. B. Stroud, first vice president, and her daughter, Mrs. Lucille Fant. Mrs. Stroud has been sick for several months. We sincerely hope she will continue to improve.

At this time our interest is centered on the Industrial Recovery Act. I trust that every auxiliary member will feel it her paramount duty to use her influence in every possible way to "organize the unorganized" in order that we may derive the full benefits from this act.

Those who had the privilege of hearing Miss Perkins, Secretary of Labor, over the radio, Tuesday night, June 27, must feel proud and grateful to have one so competent represent us in her capacity, and should instill in everyone the necessity of understanding our problems and just how to remedy them.

We wish to thank Mrs. Beck, of Clearwater, Fla., through the WORKER, for the interesting article she wrote in the June issue. Hope to hear from her again soon.

MRS. DEWEY JOHNSON,
623 Terrace Ave., N. E.

SPOON BREAD

1 cup corn meal 1 cup milk
2 cups cold water 2 or 3 eggs
2 teaspoons salt 2 tablespoons melted fat

Mix the meal water and salt, and boil for five minutes, stirring constantly. Add milk, well-beaten eggs, and melted fat, and mix well. Pour in a well-greased hot pan or baking dish and bake for 45 to 50 minutes in a hot oven (400° F). Serve from pan in which baked.

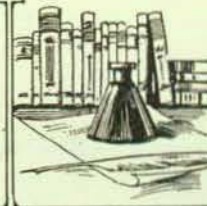
RICE BAVARIAN CREAM

$\frac{1}{4}$ cup uncooked rice $\frac{1}{2}$ cup sugar
 $\frac{1}{2}$ cup water 1 cup whipped cream
2 cups milk 1 cup pineapple,
 $\frac{3}{4}$ teaspoon salt cut fine

Wash the rice, and soak it half an hour in the one-half cup of water and two cups of milk. Add salt, bring to boiling over direct flame, and then cook in a double boiler with occasional stirring 40 minutes, or until the rice is quite soft and the mixture is thick. Stir in the sugar, and heat a few minutes longer. Remove from the stove and cool. Fold in the pineapple and whipped cream, and chill. Other fruits drained from their juices may be used if desired. To mold, pour the mixture into a mold which has been rinsed in cold water, and chill. One-half cup of shredded coconut is a good addition to this.



CORRESPONDENCE



L. U. NO. 18, LOS ANGELES, CALIF.

Editor:

As it has been quite some time since Local No. 18 has been heard from through these columns, will try to get in a few lines in my allotted space. Old Man Rheumatics had me down, is my one and only excuse, so here goes for the first time in several weeks. Our meeting of July 13 was a corker, and what pleased me so much was the interest taken by the members. We had a good attendance at the meeting due to several questions in regard to the National Industrial Recovery Act, as applied to our members, and at this writing we are still in a quandary as to how it is going to affect us. Whether we can maintain the present scale of pay for the short week is the big question? That is what we are trying to do and if successful it will boost our stock several points.

The line to Boulder Dam has not started as yet. The bids for the steel towers were submitted July 11, but have not yet been awarded to the low bidder. Would not advise anyone to travel this way with the expectation of a job, as this city is just like most all other places at the present time. Restrictions are quite severe. Due to the depression most all public work is given to the natives, so you can readily see what this means. Local No. 18 expects to control the job, as we have a good organization and our officers, the executive board, our business representative and the powers that be are clicking nicely, and at the present time things look very good to us. However, if we need any help we will send out the s. o. s. through these same columns.

Local No. 18 has reinstated several of the Brothers who had deserted us due to a misunderstanding, some two years ago, and they were glad to be back and we were glad to have them, as it takes the majority to make an organization click just right, and there are several who would like to come back in. (They still have the mark of the beast on them, but they want the local to hand them something on a golden platter.) Some day we might be able to tighten a thumb screw down a little here, and another there, until they would be very glad for us to open our pearly gates and let them in. At present during the panic we have to work with them very moderately.

Our city election was a "pip." We were successful in putting over a mayor, and a majority of the city council. What more could we ask? Politics sometimes pays big dividends. We of Local No. 18 found that out by experience.

As I must not take up too much space, I will call time, until next month. A few personal remarks: Bachie, how come no letter in the JOURNAL? Dealy, give us more on the gold standard, or technocracy. Tex Watson, where are you at? Still in Washington, D. C., I suppose.

J. E. HORNE.

L. U. NO. 66, HOUSTON, TEXAS

Editor:

We consider ourselves extremely fortunate and highly honored to have had the pleasure of entertaining our newly appointed International President of the I. B.

READ

On change of administration, by L. U. No. 303; L. U. No. 353.

Urgent need for organization and certain real advancements, by L. U. No. 18; L. U. No. 309; L. U. No. 245; L. U. No. 912.

Labor Day is coming, by L. U. No. 353.

From Muscle Shoals, by L. U. No. 558.

About that pension plan, by L. U. No. 212.

These letters hit high water mark of interest and importance.

E. W., Brother Dan W. Tracy, on the night of July 25, 1933.

With the assistance of Dan's own local, which is Local No. 716 of the inside wiremen, and some close friends of this local, we entertained President Tracy at the Glenbrook Country Club. Originally we had planned to entertain at a private home down on the bay shore where awaited us barbecue pits, a private yacht to cruise the Gulf, etc., but on account of an approaching hurricane which struck within a hundred miles of us, we were rained out and compelled to shift our party to Glenbrook Country Club where we wine, dine and generously entertained the ole boy until the wee small hours. In return he addressed the banquet after being presented with a nice desk set given him by Locals Nos. 66 and 716 and presented by Judge C. A. Teagle, who, incidentally, presented Brother Tracy with a watch given him by the same two locals in conjunction with a railroad local in 1920 when he was elected vice president. Judge Teagle is a master of the English language and made a very impressive presentation. Many of those present at the dinner were industrial leaders of Houston, as well as many of our well known local labor leaders. The evening was very enjoyable, seemingly, to everyone.

In wishing Dan luck and assuring him of our co-operation, we fully realize the terrible task confronting him in Washington. We also wish to mention the severe shock it was when we learned of Brother Broach's resignation. Few of us here knew him personally, but what does that amount to? We knew him to be an honest, energetic, determined worker for the I. B. E. W. in particular and organized labor in general and his ability was most extraordinary. He accomplished wonders for our union and he has our greatest admiration and warmest sympathies. We trust his health will soon return.

We have many things at this time to say and should be said, we think, but space will not permit it, so in conclusion we want to impress on the minds of every union man or friend of organized labor the importance at this time of getting all workers of all crafts, skilled and unskilled, to join some labor union, and to get out of the company

"yellow dog" union. To demand their rights under the N. R. A. and report bad conditions existing, to your International Office, or the main office of organized labor in your town. The government is trying to help the working man and have asked that we organize and help them help us. President Roosevelt has asked that we boycott the slackers of industry and we have three distinct powers at our command—purchasing power, bargaining power and political power and now is the time to use every power within our command before it is too late.

ROY FLOOD.

L. U. NO. 103, BOSTON, MASS.

Editor:

The history of labor is the history of the world. From the very first, man has worked in order that he might live. All that has been accomplished, the right to live and the improvements of our civilization, are the result of hard, steady toil on the part of the great multitude of workers whose history is unrecorded.

Go back to where man lived in a cave—beyond where written history begins. No matter how lowly his place in the world, or how menial his work, there was always implanted in his mind the desire for life under better conditions—life with higher ideals.

The evolution of man progressed slowly, generations were born, lived, worked, died and were forgotten, yet always the hope was uppermost in their minds that tomorrow would see their desires fulfilled and they passed on with the hope that their children would come into better conditions of life that they hoped and worked for but never realized. One inspiration and one only, lies back of the whole labor movement and what has been accomplished—that is freedom of thought and action.

With the institution of new fields of work, came labor organizations. The coming of electricity made possible the progress for which the world waited for years and with it likewise came the demand for a new worker of the skilled type, hence the I. B. E. W. came into being.

Our organization is not composed of the rich, nor does it consist of the poor, but instead is made up of the great middle class of men who earn their livelihood by their brain and brawn. This type of man is the bulwark of the republic and in them a nation finds its safety from agitation and ruin within and without, for they turn a strong arm against aggression and a frowning face upon communism and anarchy.

The great, vital, life-giving principle of this Brotherhood is in the fact that it is absolutely governed by the membership. Every member understands its workings, knows the principles upon which it was founded, is acquainted with the details of management and is aware of its early struggle for existence; knows its great achievements and its mistakes.

The members of the organization are its rulers, its officers, its servants. It is not managed by a few individuals without accountability to anyone but themselves, for the membership has immediate control

through its various local unions and delegates. May this system always prevail. It is the most democratic society known to mankind. It possesses the power of self-preservation and self-perpetuation.

I can not pass on without paying homage to the pioneers who fought the great fight that made our organization possible. I am sure they will receive their reward.

Attempts have been made and no doubt will be tried again to break us down, but we will surely go on. Our slogan in these times should be what Wendell Phillips said at the conclusion of one of his lectures on the labor question, to quote:

"Write on your banner so that every political trimmer can read it, so that every politician can read it, 'We never forget!' If you launch the arrow of sarcasm at labor, we never forget; if there is a division in Congress and you cast your vote in the wrong scale, we never forget. You may go down on your knees and say, 'I am sorry I did the act', and we will say, 'It will avail you in heaven, but on this side of the grave, never!'"

JOSEPH A. SLATTERY.

L. U. NO. 124, KANSAS CITY, MO.

Editor:

Spoke out of turn and was appointed press secretary. Accepted under protest. Just a line for August number. Our recent election made a few changes. President, G. W.

Slade; vice president, J. Howe; financial secretary, H. Naylor; treasurer, Ross Smith; recording secretary, E. W. Kaufman; bus. manager, W. I. Langley; executive board, E. Batt, J. Joyce, A. E. Smiley, E. Peele, G. W. Slade; examination board, J. H. Rush, E. K. Trautwine, T. Sherfield, Don Murphy, W. Bott.

Work in Kansas City has been very quiet for the past year. Things are looking much brighter for membership with the N. R. A. going into effect. Brother I. J. Murphy, one of our members, was elected financial secretary for Missouri State Federation of Labor. His office will be in Kansas City. So long till next month.

J. H. C.

L. U. NO. 175, CHATTANOOGA, TENN.

Editor:

To start with, I mean to tell the world we are putting on an organizing campaign and, Brother, have we got an organizer, and how! Our red headed Irishman, Business Manager E. E. "Red" McDaniels is surely strutting his stuff. Now there is some guy! He goes about his business like he has the world behind him and I hope he has. I know L. U. No. 175 is behind him. Now with this Tennessee River development coming up he is going to be plenty busy.

There is not much work here but we are all existing and that is something. Say, I wonder how many members of the I. B. E. W. are talking and preaching unionism? Now is a swell time to get lots of fellows to see the light. It's funny, but a fellow who's a member of the greatest organization in the world can't see why in the world everybody can't see the light and come a-running. Boy, it feels good when some one asks you if you have a card and you are able to reach down in that old pocket and show it.

Well, the postoffice job here is about finished and, boy, it has surely been a life saver for the fellows here. Well, maybe something else will happen soon.

ROBERT DUNCAN,
Recording Secretary.

L. U. NO. 212, CINCINNATI, OHIO

Editor:

When you start to analyze the real good coming from our I. B. E. W. pension plan, you must not fail to call on our good and faithful Brother, Patty Cox, who resides at 719 Clark St. Patty was initiated in L. U. No. 212 in April, 1901, and for many years was employed by Al. Becker Sons Co. In later years, however, his eyesight became affected to the extent where it was impossible to continue with his work and finally he was placed on our permanent sick list, where he was cared for for more than two

SIGNALING A FRIEND

Drawn especially for Electrical Workers Journal by Harris S. Goodwin



years. In April, 1929, he was granted a pension from the I. O. and since that time it has been his sole means of support.

Brother Auferheide and I dropped in for a visit with Patty recently and it certainly brightened him up. He is nearly blind now but by using care he can still get around. The second floor front room which is his home is kept immaculately clean and is very comfortable. His only desires and pleasures are his old favorite package of "Eight-Hour" and an occasional game of solitaire (by playing slowly he can still decipher the card spots). He is up at 5:30 every morning and goes out to a neighborhood restaurant for his meals. Through his own budget plan he meets all his expenses, lives comfortably and seems to be perfectly contented—with one exception, which is his affliction. I know he would be especially glad to see some of the old timers. Why not pay him a visit when you get the opportunity?

The next to receive pension was Brother George Rost, the coincidence being that George served most of his time with the same outfit that Patty was connected with. I believe I am correct in stating that he was employed by the Becker Co. for a period of over 48 years. I do know that he, together with the original Becker, used to canvass the city as door bell and speaking tube specialists. He raised a family of four sons, one of whom, Cliff, has also been a faithful member of L. U. No. 212 for many years. Another is connected with F. D. Lawrence Electric Supply Co., and the remaining two hold government positions. George was initiated in L. U. No. 212 November, 1901, and received pension from the I. O. September, 1930.

Always a first lieutenant in the ranks of the old Republican party, it was very befitting that, upon his retirement from the electrical game, he be favored politically. He received an appointment in the county courthouse, which he held until the Citizens party "cleaned house." He then retired to his home in Oakley. No doubt, George has very little to worry him at this time, as I believe he is comfortably fixed and from all appearances is certainly enjoying good health. I often see him and his "missus" stepping out in the evening for entertainment of some sort and they both still carry the appearance of youngsters. He is an ex-president of L. U. No. 212 and an installation of officers would not seem to be just o. k. if he were not there to serve officially.

Yes, George, you have made your way wonderfully well and I personally extend my sincere wishes that you and your family may spend your late years in happiness and contentment.

Limited space prevents my referring to other pensioned Brothers of L. U. No. 212 at this time. I do wish, however, to tip the boys off on an opportunity at this time. An electrical outfit located at Third and Broadway displays this crudely constructed sign in its window:

THIS ELECTRICAL
BUSSINESS
FOR SALE AT
A SACRIFICE

THE COPYIST.

L. U. NO. 245, TOLEDO, OHIO

Editor:

Greetings, members! Local No. 245 has been absent from these columns for some time now and under the new Recovery Act and these new activities and new interest injected into the trades union movement here I thought that you boys should hear of it.

My ambition for 10 years has been to see 100 per cent organization in the Toledo Edison properties. This, of course, has not taken place, although a lot of new members

NOTICE

Local 183 of Lexington, Kentucky, has requested that members do not come into their jurisdiction seeking employment. The local has a large percentage of unemployment among the membership, and does not desire to accept traveling cards until conditions improve.

have been taken in; that alone has not given reason to whoop up this great big hurrah. What really has happened is that one department has succeeded at last in showing a 100 per cent membership. Now, I ask you whether or not that is something to holler hurrah over? I think so. The department of which I so proudly write is the transformer department. These men have proven without a shadow of doubt that calls make sales and persistence wins in the end. Often the members of that department have boasted that their department would be the first to go over the top, and it is a reality at last. This feat was accomplished by co-operation among the members and by working together.

Floyd Schumaker (our chairman), who has been an untiring worker for our local, assisted by Otto Gruntz, brought in the last man in the department at our last regular meeting. E. Stumpmeyer was the name on the application blank. Greetings, Brother Stumpmeyer! And to you members in that department who are responsible for this achievement—greetings, Charley Brindley, Harry Staup, George Roberts, Jim Boddette, Bill Hill, Jay Swank, and the mayor of Weston, Ohio, Bert Corrie! You have all helped in your own way to bring this condition about, and the local appreciates it very much. Unionism cannot die with such activities as these, and such sincere, honest-to-goodness workers as you boys, assure us in our struggles that we must succeed in our effort to make this a union job whereby each worker can have the privilege of voicing his opinion as to his working conditions and his compensation without fear of the boss's firing. This, of course, has never happened here, but there has always been a feeling among certain workers that the boss would not like it if you strayed from his dictatorship, as a certain foreman in the line department feels when there is any signs of organizing in that department. He acts and, no doubt, feels that his entire future as a general of production depends upon the men under him remaining in constant fear of their jobs. This man at one time belonged to L. U. No. 245. And during a spell of sickness quite a good sized collection was taken up to tide him over until he was able to again get back into harness. But now his position has changed, he is a foreman and will try to stop any attempt on the part of the members of organize the few stragglers. The trouble men here, after 40 years of enjoying complete harmony among themselves, are now splicing old wire and making themselves generally useful at night between jobs under this man's supervision.

Well, boys of the line department, let's go now, all together and show those boys of the transformer department that we can sell unionism, too. Let us get to be 100 per cent. Maybe if we had one of the big shots stand in the door each morning for two weeks and ask you how many calls you made and then look at you as if they believe you are lying, maybe we could go over the top. Let us make

this a campaign where the dividends will be added to our checks instead of deducted, and no watered stock to sell.

EDWARD E. DUKESHIRE.

L. U. NO. 275, MUSKEGON, MICH.

Editor:

It was with great regret, that we listened to the advance announcement of the resignation of President Broach. We feel that the I. B. E. W. has lost a real leader, a fighter and a president who was not afraid to let the world know where he stood at all times.

Brother Broach, Local Union No. 275 extends its sympathy to you and hopes for your rapid recovery.

To the incoming president, Brother Tracy, we pledge our support.

The meetings of this local indicate that we have reached the bottom of the depression and are now climbing. The old fight and pep are back again. Of course, sometimes the pot calls the kettle black but that just puts the boys on their toes.

Say, Brother, are you just as good a union man as you were when times were good? Have you been able to stick to the principles of unionism even though it meant some hardship on your part?

Work seems to be picking up a little here but we still have too much leisure.

GIBBS.

L. U. NO. 292, MINNEAPOLIS, MINN.

Editor:

Continuing the subject dealt with in last month's letter:

The main business, or principal concern, or basic activity of any community is the maintenance of that community—maintenance of its life, health, and comfort by providing food, clothing, shelter, etc., together with such other conveniences and luxuries as the available natural resources and the state of development of the industrial arts will permit, i. e., the self-support of the community. Now this can only be done by and through the operation of productive industry, for all these things are the products of productive industry.

It would appear, from a consideration of the above facts, that the support of the entire community fell, entirely and only, on those who are engaged in productive industry—and this is the case. But there is only a comparatively small percentage engaged in productive industry and they, in comparison with the output or product, are becoming fewer, due to the increasing efficiency of production. Let us call this group the "productive group."

The rest of the community, doing nothing necessary for the producing of the output of productive industry, form a burden that must be supported by the labor—be it of brain or brawn—of the productive group. Let us call this second class the "parasitic" or "kept," group.

Now, whenever workers in productive industry are displaced by machinery, new processes, or more efficient methods, if they are forced to seek employment at some form of non-productive work, they not only increase the burden that must be supported by the productive group, by becoming a part of, and thus enlarging, the kept class, but, when they are thus forced out of the productive group, it leaves that group just that much the smaller to support the additional burden.

It would seem that the most obvious question should be, "Why should the productive worker be displaced?" Why should he not receive the benefit of more efficient production in additional leisure and a higher standard of living?

He should, but—

While the self-support of the community by the community is a basic fact in group life, it is not the key motive in the present economic set-up. Productive industry is operated under the control, and for the benefit of the controlling element in the kept group; for their private profit, not for the support of the community.

It is not a question of "Is this or that product needed by the community?" but "Is it profitable to produce it?" Not "Does this worker need a job to support himself?" or "Will his work at this job be a benefit to the community?" but "Can he be employed at a profit?" Hence the displacement of the worker from productive industry and the consequent technological unemployment.

W. WAPLES.

L. U. NO. 303, ST. CATHARINES, ONT.

Editor:

Today I was going to write the usual letter and had a very different subject from this one. The letter reached me telling of President Broach's resignation and also telling of the new president. "Hail to the chief!" The membership naturally looks to the president for leadership, it looks to all officers for that, as well as advice at all times, and it is unfortunate that Brother Broach's health gave out in the strain and stress. However, after wishing him well, we hope that he will always remain an electrical worker, proud to wear the I. B. E. W. button in his coat lapel in preference to any other, so that at a far distant date he will look back and say with real joy, "I still carry my card!"

To the new president, greetings and our hearty co-operation. I have the thought of meeting you in Seattle with several other good Brothers from the South. May your term of office be a long one and full of high achievement for the organization we love. You have a lieutenant in Brother Bugnizet whom you would find it mighty hard to equal and you could never excel. We will expect much of you. The electrical industry to my mind is very badly organized and though there may be many excellent excuses and reasons offered for this poor state of affairs, the chief excuse being the apathy of the workers, I am convinced that good leadership can surmount anything.

There is always a cleaning up to be done and that age-long tactic of "passing the buck" to the grand lodge of this fraternity is right here and unfortunately has branches everywhere. So in making a start in your high office may we ask all the members for the best that is in them. All the old tricks, commonly called politics, played by business agents and others, should be thrown out. Think of your own local first, by all means, but also think of the others. By the larger thought our organization couldn't help but be a power.

Many times in this JOURNAL the publicly-owned hydro system is referred to as a model. Many times has yours fraternally told you of the almost total absence of any union men, especially I. B. E. W. boys being employed in, or under it. It is all mighty fine to point to various electrical contractors who appreciate union men, but the companies who make the apparatus which generates the power and runs the lines all over the land, surely they should be with us. You have the chance of a "century of progress," Brother President, right now, because there is one of nature's greatest noblemen in the chair at the White House—President F. D. Roosevelt. May he live forever and always be happy! Yes, indeed, in the National Industrial Recovery Act is our chance to put it to the power companies who evidently were part of the fighting the fair wage and union

clauses of the act. However, may this short note call out all our members to the realization of the golden opportunity given us by Mr. Roosevelt.

THOS. W. DEALY.

L. U. NO. 309, EAST ST. LOUIS, ILL.

Editor:

Thousands of federal employees have been fired, many more to follow. They had already submitted to a heavy wage cut. Those who remain will be "adjusted" to conform with economy.

About 387,000 veterans were cut off the pay rolls on July 1, the others are being cut loose as rapidly as possible.

Business was about at zero level under Hoover; the present administration drove it below that mark. Now it is drifting back towards zero. Dry agents and bootleggers get out of work—brewers get busy. The former graft levied on beer takes form of taxes. It goes to the same place.

Prices are boosted here to be able to sell cheaper abroad. The London Egotistic Conference is busted, so we can not sell abroad. To compensate for these layoffs, economizing, a few men have been given work in factories. The city of St. Louis fired all Republican workers and hired Democrats. This being the new deal, it has my best wishes—I hope it works.

A zinc plant in this town had cut wages 60 per cent—the workers organized. The company gave them 10 per cent increase to avoid a threatening strike. There are strikes in St. Louis. The police are still obeying the voice of duty—that is, talking through the boss's megaphone—are protecting scabs and have arrested the pickets.

Our organizing campaign is gathering momentum. Stamping works were organized and the company fired all the leaders. An aluminum shop is trying to get the workers in a company union; a body plant is working reduced forces 10 hours a day, seven days a week. If the workers through super speed can do 10 hours' work in eight hours, the company says they will get an eight-hour shift and eight hours' pay. What an urgent need there is for organization—what an answer the people are giving to our appeal.

The farmers are stretching their appealing hands toward us. There is a tax of 30 cents a bushel on wheat and all taxes are handed down to farmers and workers—they pay them all. Farmers, clerks, teachers, managers of work, engineers, manual toilers—to pursue happiness have to go in the same direction and together reap what the new deal promises by words.

When the commodities fabricated now pile up because the wages paid will not buy them all, the new deal may well prove itself a misdeal. Then our duty will be clearly indicated:

To put banks and industry under control and ownership of the nation. Pay ourselves wages that will buy all the products we make.

This is not a party platform. I care nothing for parties. Being forcibly sectarian, they only deal with a part of the truth and a part of truth is an error, a lie. Regardless of parties, all nature is now shouting to us to establish from coast to coast the brotherhood of men.

God made this world fair; let us stop making it ridiculous!

The Continental Congress is grouping all organizations, existing and to be formed, together.

RENE LAMBERT.

AN ELECTRICAL WORKERS' PICNIC

By GENE GAILLAC, Local Union No. 595

The story goes back to April 7. The up-and-coming Bay Counties Joint Executive Board were holding their regular meeting in Oakland. Under the influence of good eats, good fellowship, good (?) speeches—and what have you—the idea was hatched of holding a picnic. All credit goes to Brother Charlie Foehn of Local Union No. 6 for originating the movement. And as a reward for his enterprise he was immediately made chairman with the understood privilege of doing all the work, taking all the responsibility and shouldering all the blame if anything went wrong. Assisting Brother Foehn as a committee were: Gene Gaillac, of 595, assistant chairman; W. E. Horne, of No. 617; E. E. Snow, of No. 332; Carl Gossler, of No. 302; Newt Coats, of No. 50, and F. F. Dunne, of No. 151.

The date was set for June 11. The place selected by the committee is known as "Ye Olde Trout Farm" on Stevens Creek—an ideal rustic spot with all the necessary adjuncts for a successful outing. It was a big undertaking, being our first attempt at an electrical workers' picnic in this district. The committee deserve the credit they have received. There was plenty of preliminary work and organizing to be done—and did we work? Committee meetings at the home of Brother Foehn were undoubtedly to a great degree the reason for our success. We figured we had the problem of the promotion of a picnic for about 500 people on just about no pair. The answer was that we had to mooch. Our early training as boomers came in handy—and how we mooched!

The net results of our efforts were that approximately 1000 wire-fixers, families and friends showed up. We had everything from soup to nuts; about 300 gate prizes through the kindness of our business friends, music, dancing, races, swimming, a public address system through the kindness of Brother E. D. Frederick of Local Union No. 595, plenty to eat through the co-operation of our better halves, and plenty to drink—including coffee. It is our sincere belief that everyone had a good time. There were no accidents, no battles and no serious disagreements. All of which was accomplished at a net cost to the Bay Counties Joint Board of \$56.50. We believe that is a record.

Space prevents the telling of the whole story. There is no question that Old Man Depression was knocked for a loop for that one day at least. It is also a certainty that this will become an annual affair, each year getting bigger and better. The committee signs off with the statement that "We're glad you liked it. We thank our friends and Brothers for their invaluable assistance. We are grateful there were no accidents. And we'll see you all at the picnic next year."

L. U. NO. 323, WEST PALM BEACH, FLA.

Editor:

Have you noticed that your usual allowance for buying groceries and paying daily expenses, doesn't buy nearly so much now? Whether this money is wages, savings, or borrowed money, we must pay from 2 per cent to 400 per cent more for the necessities of life. I am not knocking inflation or N. I. R. A., or any movement; I want action and admire the President and his assistants for their work, but the increase in prices is just one of the things that add worries to our list, because most of us have no more work or money than we had before prices increased.

Sometimes I think George Bernard Shaw was right when he greeted us with "Hello, boobs!" And also Barnum's idea that most Americans loved to be humbugged. One instance, a chain of stores here, very unfair to organized labor, had for a manager of one of their stores a man who boasted of stealing from 10 cents to \$3 from every customer each Saturday, according to the size of their order. Most people trading there knew and talked about it, but continued buying from this man and being cheated. So draw your own conclusions. This is one of the reasons why America is such a swell hangout for hoodlums and kidnappers and supports racketeering.

They say that if people spend their money on extravagant luxuries and their time in hilarious living that sooner or later they are bound to find themselves eating at the table of consequences. Most of us are tired of paying for our wrong doings in the past, and it looks as if we have turned the corner and can see brighter things in the distance.

The electrical contractors of Palm Beach County and L. U. No. 323 have agreed on a 30-hour week instead of the usual 40 hours; the wages remaining at \$1.25 per hour for the present. Now the next thing is for the contractors to find something for us to do 30 hours each week.

WADE SUTTON.

L. U. NO. 353, TORONTO, ONT.

Editor:

Local No. 353 has been in retirement for quite a while, as regards the pages of the JOURNAL. If we needed an alibi we would say the reason was because we had no good news to tell our friends in sister locals and felt no good could be served by sending for the crying towels.

Understand Mr. Broach has stepped out as president. Without taking anything away from his successor, whom we do not know, we in Toronto think the Brotherhood will miss Mr. Broach. He was without doubt the victim of circumstances. No man on earth could guide a group of men through as trying a time as the past four years without encountering a great deal of adverse criticism, and only a man with a cast iron constitution could put up with it. Concluding this phase of our letter, we hope Brother Broach will stick with the ship until the good times definitely return.

We are going to "parade" or "walk" if you prefer the term to the Exhibition Grounds on Labor Day morning. Of course, some of you will feel that there is no sense walking when work is as scarce as at present. This happens to be the attitude of many of our so-called big men and politicians, and contributes greatly to present unemployment. Everyone seems to be waiting for better times launching out into some proposed and necessary building project.

This is nothing but a case of cold feet on the part of the big shots who try to hide their lack of confidence behind a mantle of pretended caution.

All that is necessary for these industrial and political leaders if they are really sincere in their caution, is to provide plenty of work at good wages for the eight hours per day boys and the rest will look after itself. Given the assurance of eight or 10 months steady employment, the members of our own local would launch into a spending program which in its small way would show how little it takes to buck up the morale of the average workingman. And I think it only fair to mention in passing that the patience and fortitude of the working class of America in the face of three years of hardship is the finest tribute anyone could pay the fairmindedness of this particular class.

And in case this message should reach the notice of any readers other than the representatives of organized labor I hope they will appreciate just how devastating this proven courage could be if the leaders of labor ever joined forces with the reactionary and revolutionary elements who are always ready to prey upon the misery of their fellow man. As this is written it appears that a definite attempt is being made to correct this tragedy of the depression and we hope that the slight improvement noted in this sector is merely a forerunner of better things to come.

To get back to our Labor Day parade. The

order of dress is the same as in previous seasons. Dark trousers (if possible), white shirt, black bow tie and a sailor straw hat. This will make a good showing and if we can muster a good majority of our 300 members we will give the rats and croakers something to talk about for a long time to come. After all, it's a cinch to wave the banner high when the dough is rolling in—it takes real courage and unionism to do so after three years of what most of our boys have gone through.

For the boys who are out of employment, the executive has arranged to pay their admission fee, plus a real good dinner after arriving at the grounds. As for myself, I never could eat unless some one else paid the bill, so I think I'll just keep on walking.

It is the intention of this year's executive and Labor Day committee to provide food for thoughtful comment for friend and foe alike by arranging to have a booth in the electrical building throughout the entire duration of the fair. This booth will be in the southwest corner of the building. The present intention is to transfer the entire office staff and business to this display for the two weeks so as to give the general public an idea as to what it's all about. Of course, a lot of foolish questions will have to be answered by someone, but then we have more than one good member who bats 100 per cent when it comes to a good line, so that part of the job will be well looked after.

At that it is rather cruel on the part of the president, Ed. Forsey, and his first lieutenant, Jack Pryce, to place Brother Shaw on the spot, where he will be subject to the darts from Cupid's bow, from the thousands of lovely Canadian matrons who will undoubtedly pause before this "exhibit" for information or inspiration while visiting the "World's Largest Annual Exposition." More about this in a later issue, but it just struck me that it is a pity that Brother Ingles will be in other pastures during that time. Maybe Cecil could learn to recite those lines about the widows and orphans, that never failed to reach home in the past. How about it, Ernie?

If Eddie Brown reads this out in California, I would like to say hello and that everything is jake at this end as far as the frau and the little Selkes are concerned, although the old boy himself had a pretty hot session in the witness stand some months ago. After this we are not going to see or hear anything that's going on, but any how, don't we have fun! FRANK J. SELKE.

L. U. NO. 382, COLUMBIA, S. C.

Editor:

Things in general in the old Palmetto state look some better. The textile industry, the chief industry of the state, has resumed operation in full or partially. Thousands of unemployed people have been put to work and with the coming of the eight-hour law, others will be put to work. Also, it is very encouraging to see the happy, cheerful crowds of workers going to and from the mills where only a few short months ago only a very few could be seen, with a discouraged and worried look on their faces.

From what one can see by the papers it looks like prohibition is doomed. That won't affect our business manager-elect, Brother Johnnie Rivers, any. But me, I am all wet, as usual. C. T. GARTMAN.

L. U. NO. 418, PASADENA, CALIF.

Editor:

A year has passed since this local absorbed the inside workers of L. U. No. 560, with all their problems, and nothing but the best of spirit, loyalty and co-operation now prevail between the various groups. Indeed, many



Peace and Beauty—a Restful View of a Minnesota River With Its Purling Rapids.

of us inside Brothers have very good reason to be thankful for the change.

Through the combined efforts our new executive board and International Representative, Brother Amos Feeley, the threatened wage cut for light department employees of \$1 a day and loss of vacation period was averted. A small cut for the higher paid and a minimum of \$4 for labor resulted, with hopes of full restoration at the end of the present emergency. Other groups of unorganized city employees did not fare so well, being forced to accept drastic cuts and loss of vacation period.

This local deeply appreciates the co-operation of the I. O. and its representatives and trusts finances will permit more of these inspirational visits.

Pasadena's public works program is still going on, both the light and water departments having from their surpluses and current earnings provided much relief work on projects of a paying nature. The Pine Canyon Dam is nearing completion with the starting of an aqueduct to bring water here. Fifteen miles of heavy underground cable has been purchased and is being installed, two new substations planned and many miles of

ducts laid—all without increasing the public debt materially.

Los Angeles County is increasing its indebtedness to the bankruptcy point, doing business on borrowed money. Its welfare agencies have been forced to ship thousands of alien indigent Mexican families back to Mexico, where the Mexican government assists them to become self-supporting. The delinquent tax is said to be in excess of \$6,000,000. The R. F. C. loan for May and June county relief work barely lasted May out, so great was the need. Truly a good argument for more public ownership of a paying nature.

The state legislature battle for increased tax revenue goes merrily on between the advocates of the sales tax and income tax revisionists, with the former getting the best of it as usual. Our state governor recently vetoed a measure to reduce high salaried state officials. Always the public pays.

The recent antics of the stock market jugglers should prove to our government the pressing need for drastic suppression of the gambling element who apparently in their greed would undo all the good work that has been started.

Business is picking up and some of our Brothers are getting a little time in at the trade, for the first time this year.

H. W. HUNEVEN.

L. U. NO. 492, MONTREAL, QUE.

Editor:

At our meeting last month installation of officers took place, the presiding officer being our own past president, now an international representative, none other than our old friend and counselor Jim Brodrick and naturally proceedings were carried out with precision and decorum. Officers installed were as follows: H. M. Nevison, president; T. Gannon, vice president; C. Hadgkiss, financial secretary; G. McDonough, recording secretary; G. Eaton, treasurer.

The executive board consists of the above named officers and the auditors are Brothers F. I. Geary, J. Murphy and T. J. Stoker. After the installation of officers had been completed, Brother Brodrick gave an outline of his recent activities, in which we are always interested. The meeting was closed at 10 p. m. which let everyone get home at a good hour.

THAT DIAGRAM HABIT!

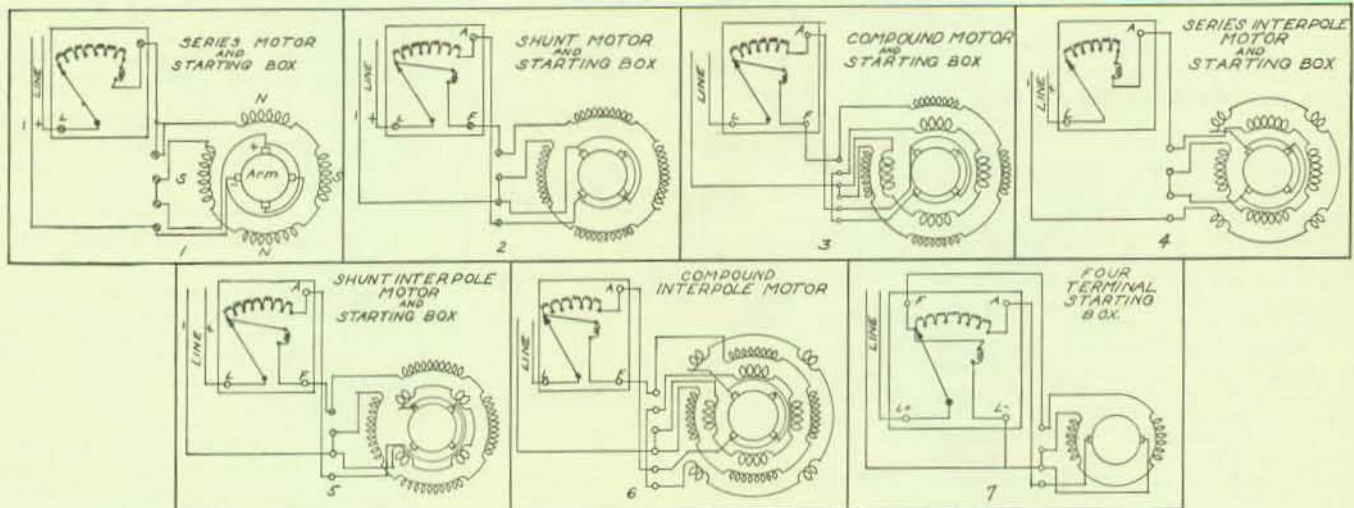
These sketches with their explanation were sent to the ELECTRICAL WORKERS' JOURNAL by Merrill A. Radamaker, a member of Local Union No. 134. They are now reprinted at the request of Thomas E. Johnson of Local Union No. 3. Brother Radamaker in sending us this material said, "I am offering these sketches so that some of the Brothers will get the diagram

armature leads. The no-voltage release coil is connected in series with the shunt field.

Sketch No. 3 shows compound motor. The rotation is reversed by changing the two connections of both the compound and shunt fields together, also rotation can be changed by reversing the two

Sketch No. 5 shows a shunt interpole motor. The rotation is reversed by reversing the two shunt field leads, or the armature and interpoles are reversed the same as in Sketch No. 4.

Sketch No. 6 shows a compound interpole motor. The rotation is reversed by reversing the shunt field and series field



habit, draw sketches of their wiring jobs, learn to visualize and make notes of their jobs. All competent electricians form this habit."

Sketch No. 1 shows a simple series motor connection. Note that the no-voltage release coil will carry the full load current. To reverse the rotation of this motor simply reverse the two armature leads or the two field leads.

Sketch No. 2 shows a shunt motor. The rotation can be changed by reversing the two shunt field leads or the two

armature leads. Care should be taken not to reverse the armature leads and the field leads together as this would not change the rotation of the motor. Care should also be taken in changing the compound field leads and the shunt field leads so that they will not buck each other.

Sketch No. 4 shows series interpole motor. The rotation is reversed by reversing the two series field connections, or reversing the armature leads with the interpole coils so that the polarity of the armature and interpoles are the same.

together or reversing the armature leads. In all cases of reversing motors it is well to bear in mind that the interpole coil polarity is the same as the adjacent main pole opposite to the rotation of the motor. This is the opposite case with a generator but in either case the armature polarity is the same as the interpole polarity.

Sketch No. 7 shows the hookup for a four-terminal starter which for some reason in a majority of cases is connected wrong by the average wireman.

With the above slate of officers Local Union No. 492 should go forward in the coming two years and I would bespeak for them the help and co-operation of every member of the local, asking them to attend every meeting they possibly can, and show and take an interest in the affairs of the local, remembering it is their local union and it is our duty to "build for the future," and if we do what is right now, by ourselves and by our organization, we will be able to hand over to those who come after us a local union stronger and better. When that time does come let us hope we will have built even better than we ever knew.

Just a reminder to members. One meeting a month in future, on the first Wednesdays at 8:30 p. m., Peate's Hall, 1433 Mansfield Street. Hoping to see you all there in person.

H. M. NEVISON.

L. U. NO. 558, FLORENCE, ALA.

Editor:

Greetings from the Muscle Shoals district. All members stay away from here unless you have money to take care of you for at least six months and don't bring that loose in your pocket.

There is no work here now and it looks rather indefinite as to when there will be.

However, if you want to get next on the list, write to the Personnel Section of the Tennessee Valley Authority, Room 5214 Interior Bldg., Washington, D. C., and request application forms, which they will send you if they ever get around to your request and they should be filled out according to instructions and giving all experience at the trade.

There is nothing in the way of work here to tide any one over except the R. F. C. and that is crowded already and has a long waiting list and the fellows without families get their eats and a place to sleep and the ones with families get one dollar per day three days a week, so you can very readily see that there is nothing here.

W. A. JONES,
Business Manager.

L. U. NO. 568, MONTREAL, QUE.

Editor:

Don't be surprised, this is L. U. No. 568 coming back to show to the Brothers in general that we are not asleep but very wide awake and fighting for existence.

Yes, boys, the work in this city is pretty scarce and only a few of the Brothers are working and struggling, but things will get better some of these days and watch us step to pick up the lost ground.

The Montreal Ball Club has decided to have some twilight games. Unfortunately they have given the contract to an unfair firm for the electric installation.

It was with great regret that we heard at last meeting of the resignation of our worthy president, H. H. Broach. The I. B. E. W. is losing a man of highest qualifications, intelligence and fidelity to conduct so great an organization as the I. B. E. W.

The officers and members of L. U. No. 568, of Montreal wish to congratulate the new president, D. W. Tracy, with good wishes and good luck.

We have had the regular election of officers and all the same officers were re-elected for the next two years.

P. T.

L. U. NO. 595, OAKLAND, CALIF.

Editor:

Organized labor is going through one of the most strenuous times in its history. These are depressive times, with men, women and children in want for food, clothing and their daily existence. There must surely

something good come out of it. Selfishness and greed have fastened themselves so strongly on this so-called civilization that the system could go no further, and it had to go down, in our own organization as well as in the financial world. And taking it as a whole, it had become a festering mess that had to burst. But the true union men—I don't mean card men, but the men who have stayed by our organization in this and other times of distress—will raise its standard higher than it has ever been before.

I recall several disasters to cities in different parts of the country. Take, for instance, San Francisco, with its old, dilapidated buildings prior to 1906. The earthquake and fire destroyed and laid waste the larger part of the city. Millions of dollars were lost, together with many lives. But out of the smoke and ruins has grown a beautiful city more prosperous than ever. And so it will be with organized labor in a few years to come. We will look back on this depression and disaster and see that only good will come from it.

Our local, L. U. No. 595, has been sorely hit, but I believe that the timber that still stands is sufficiently strong to weather the storm, and will bring our local safely to the harbor of success. And it will maintain and support the conditions and wage scales, so that we may progress in the spirit of unionism and be a shining light to others. As an example, and this can only be attained by making it an international brotherhood, by being faithful to your local, unselfish with

one another, and patient with those perverse minds until we can train them in the right way of living and of thinking.

I feel that conditions in our vicinity are going to improve. Up to date we have a large portion of our membership out of work. Our old stand by, Frank Lee, his department at the University has been deprived of its state appropriations and the Brothers have had little work from this source. The working Brothers have responded wonderfully with the assessments, so as to keep those less fortunate in good standing, for which the unemployed join in saying "We thank you."

THOS. W. MEECH.

L. U. NO. 734, NORFOLK, VA.

Editor:

After 15 years of attempted enforcement of prohibition in Virginia it has been "discovered" that the method used to finance the enforcement is unconstitutional.

The Virginia Constitution provides that fines shall be paid into the literary fund. This fund is used in part to finance the educational system of the commonwealth.

The Virginia prohibition laws provide that prosecutions shall be financed by fines assessed in such cases.

The governor of the commonwealth (an avowed dry) who formerly held the office of attorney general and whom it is presumed is familiar with the constitution, found it necessary during the last session of the general assembly to order a pay cut for teachers in the public schools.

During the past few years the percentage of defaults by small note makers has increased enormously. These defaults are the result of many contributing factors, the greatest of which, perhaps, is bad faith on the part of the maker. In many cases the timid soul who cannot say no, finds himself loaded up with more bad paper than he can possibly carry and the inevitable result is a petition in bankruptcy. This condition is highly satisfactory to many of the small loan companies.

The situation has become so serious that legislation to curb such practices is imperative.

An act barring from courts of law all notes not protected both by bond and life insurance would effect an immediate cure of this cancer.

SAUVAN.

L. U. NO. 865, BALTIMORE, MD.

Editor:

Having been duly elected to handle the correspondence end of Local No. 865, I will start my duty by saying at our June 20 meeting the nomination and election of officers for the next two-year term was held. The following were elected: Brother James Moore, president; Brother George K. Goslin, vice President; Brother William L. Molesworth, treasurer; Brother William S. Peregrory, recording secretary; Brother Robert S. Montgomery, financial secretary; Brothers George J. Gruber and Fred D. Davis, executive board.

The entire membership of Local No. 865 wishes to thank our past-president, B. Walter Owens, for taking office for one year and to be re-elected to serve for three years and on hand at every meeting night. Congratulations for having such gifted members and also the officers for the entire two years.

Our last meeting was well attended and every one seemed to want good times.

I hope all of our members will be with us at our next meeting, the third Tuesday of the month. Now I guess that I've come to the end of our local news, so will say "Cheerio" till next month.

WM. A. EWALD.



You want the Journal!
We want you to have the Journal!
The only essential is your

Name -----

Local Union -----

New Address -----

Old Address -----

When you move notify us of the
change of residence at once.
We do the rest.

International Brotherhood of Electrical
Workers

1200 15th St., N. W.
Washington, D. C.

L. U. NO. 912, CLEVELAND, OHIO

Editor:

We have passed through another month under the "New Deal." The employees at the Fisher Body Co. and White Motor Co. have seen the light and are coming under the wing of the American Federation of Labor. Have you influenced an electrical worker in an unorganized plant to join your organization? Have you organized the nobill working at your side?

A no-bill informed me the organization would have to restore him to the seven days per week he formerly worked and also restore the 10 per cent deduction. The fact that his working five days per week gave a fellow workman an opportunity to earn a living meant nothing to him. He took a job with decent working conditions created by organized labor, has worked on it for three years without contributing a penny towards his own protection and refuses to join the craft organization which fought for the conditions which he enjoys. If he was informed that he was a chiseler and panhandler he would probably consider himself insulted. A man who has learned the electrical trade and worked as a journeyman electrician for years without ever joining the electrical workers organization and who, hearing and knowing that collective bargaining and organized labor have been indorsed by the present government of the United States, still refuses to align himself with his fellow workmen to secure the benefits which united effort will gain, is a slacker and a poor example of a man.

The business organizations which have agreed to co-operate with the government to restore decent conditions will soon display an emblem to distinguish them from the sweat shop operators. When you do your buying look for this emblem. If the other fellow is earning a decent living it will help your job. Mechanics working in plants for 15, 20 and 25 cents an hour do not help the railroad worker in his arguments for a decent living wage. We stand at the entrance to a new era, labor has an opportunity unequalled in past history. What we do now will determine what our future working conditions shall be. If we put our shoulders to the wheel and help organize every industry, our future is safe. If we quibble and hang back and let the other fellow do it, we deserve to lose. Let's go!

The local held a picnic on Sunday, July 23, at Neptune Lake, where Brother John Zeichmann and his Neptune Club hold sway during the summer. A large number of members attended and enjoyed themselves, thanks to the efforts of promoters Jamison and Lloyd. We hope that the no-bills who attended will align themselves and help pay the freight.

The last word is "Sell your organization to the no-bill and get his application."

BILL BLAKE.

L. U. NO. 995, BATON ROUGE, LA.

Editor:

Attendance has been remarkable for the past several meetings and it seems that the fellows are really taking an interest in the doings of our local. We recently had an election of officers and I think that the new bunch of executives are now ready for a busy session. The following Brothers were elected:

C. L. Adams, president; J. R. Hill, vice president; F. A. Hannaman, treasurer; D. S. Ingram, financial secretary; E. J. Bourg, recording secretary; executive board—M. F. Hall, A. E. Hogan, F. J. Fluck, D. S. Ingram, M. R. Pollard; E. J. Bourg, business

manager; D. S. Ingram, A. E. Hogan and E. J. Bourg, delegates to C. L. U.

Visiting Brothers are advised that our meetings have been changed from the first and third Mondays to the first and third Wednesdays, and our meeting place has also been changed to 124-126 Main St. Our traveling Brothers (vacationists, etc.) will be glad to learn that we have one of our men as maintenance man on the new state capitol and are making negotiations to sign up the other maintenance man. Brother Bourg is our man, who is now stationed at the capitol and if ever any of you Brothers find a chance to pass through Baton Rouge and have time to see the monument to organized labor inquire for Brother Bourg and ask him to show you the "high lights" of the building.

Our state school here failed to make the proper connections with the R. F. C. for a loan to complete the proposed building program as outlined by President Smith of that institution, but we still have hopes of him succeeding in his endeavors to place the Louisiana State University among the foremost of state universities and thereby obtain some much-needed employment for some of the boys.

Local No. 995 has made several changes in the working rules and same have been sent to the I. O. for approval.

Brother Ingram recently made a trip to Muscle Shoals but had nothing much to report except that work in that vicinity would not be available for the next 60 or 90 days.

Boys, I think that at last the time is ripe for organized labor to launch forth its plea for justice to the laboring man and offer up a prayer of thanksgiving for the co-operation that our President is giving us in Washington. The outlook is indeed pleasant and gratifying and we should take advantage of our opportunities as they present themselves for enlarging our organization and increasing our membership so that we will, in the future, have a more powerful voice in the government of our country. Even the Chief Executive of these United States needs co-operation for success and we, the present members of organized labor, are the ones whose help counts for the most to educate the masses to help themselves so that soon there may be contentment among the working people who comprise the majority of the citizenry.

L. C. FOURRIER.

L. U. NO. 1037, WINNIPEG, MAN.

Editor:

Here is a short one this month. The warm weather has afflicted me with a great laziness, but first of all I want to congratulate our new president, Brother D. W. Tracy. The king is dead. Long live the king. If I remember rightly I met Brother Tracy at the convention of 1911 in Rochester, N. Y. We held our biennial nomination and election of officers and the old slate was completely returned to office. May I comment on the letter of Brother Dick Gant, Local No. 409, in the July JOURNAL. His mention of the election of officers in the month of June is timely and many of the members of No. 1037 have discussed it. Personally, I think the month of January would be much better. The nights are long. Not so many diversions, the first month of the year, against June being a busy month with the average worker and a close, hot hall on a June night is not very attractive. Every opportunity should be given the members to elect their best material for officers and the summer is not a good time. How about bringing the subject before the proper officials and have it discussed or get the opinion of some of the locals?

Business is on the bum up here. No building, a few repair jobs. The grasshoppers are eating everything green, and the politicians are taking all that they leave. There seems to have been very little done at the World Economic Conference that would benefit the worker and those who have any money seem to want to keep it.

That's all for this month. It is too hot.

IRVINE.

Minutes of Meeting of the International Executive Council

A special meeting of the International Executive Council of the International Brotherhood of Electrical Workers was convened on July 10, 1933, at 9 a. m. in Room 609, 1200 Fifteenth St. N. W., Washington, D. C., on order of International President H. H. Broach.

There were present: C. M. Paulsen, G. W. Whitford, F. L. Kelley, C. F. Oliver, J. F. Casey, J. L. McBride, G. C. Gadbois, E. Nothern, M. P. Gordan.

The following communication was read:

"July 10, 1933.

"To the Executive Council, International Brotherhood of Electrical Workers.

"This is my resignation—and I must insist it be accepted. I ask to be relieved as soon as possible. I feel I have a right to expect this.

"This decision is not sudden, as you know. I have long wanted to resign. But each time I was persuaded otherwise. It's not easy, as you must know, finally to bring myself to this unpleasant step. But I feel I simply must.

"Almost two years ago I suffered a nervous and physical breakdown. I would have resigned then—but I felt I must wait until conditions somewhat cleared and improved. And they are now improving with each day. We are again operating without any increasing deficit. Our income is meeting our outgo—and the worst of the storm is behind us.

"It was a long struggle to regain my health, as you know. Since then I have been up and down. The strain has been especially heavy and depressing in these times—and if I continue to carry on as president of this organization, another breakdown is inevitable. This would benefit neither the organization nor myself.

"Nearly four years ago when former President Noonan died, I wrote in our Journal that

"Not many understood just why I did not want to succeed him, why I offered every reason and excuse I could to avoid it. I have been in a position to know the heavy load. * * * I know something about the pains, the grief and heartaches. * * * I know the price, the penalty that must be paid. I simply felt I had enough of it.

"I know something about the wear and tear of this work, how quickly it takes effect. * * * The atmosphere of controversy, the smoke and poison filled conference rooms, little sound sleep * * * traveling on trains when ill and worn, piles of mail filled with documents, requests, pleas, complaints and troubles of all sorts—all take their heavy toll, almost before one knows it. No line of work produces more shattered nerves and broken health.

"Former President McNulty died a young man. Ford, at 47, was a nervous wreck when he could no longer carry on. * * * (Ford also died in less than three

years after I wrote those words.) A long list of other cases of shattered nerves, broken health, quickly destroyed youth, even suicides and wrecked homes, could be cited. The crowds see us only from the platform and the printed page.'

"In March, 1930—three months after I accepted the presidency of the organization—I wrote in our Journal that

"Perhaps this is too personal. But I'll take the chance. I see how this work has hit such men as Bugniazet and Ford—my close friends and associates. I see the answer. It makes me think a great deal. I begged to be let alone. The load was enough as it was. * * * I had rather earn very little and live a quiet, normal, healthy life.'

"We lost a president and four vice presidents in a space of 33 months. One of these, Wilson, shot himself to find relief from the worry and grief. Before pulling the trigger he wrote: 'Don't worry about me. I got tired and have gone for a long rest.' Nervous breakdowns among our international men have been numerous in recent years. Some of them have not yet recovered. One poor devil—Murphy—slashed his throat before we could help him.

"The thing hurting me most has been the suffering of our members and their families, while we sit powerless to provide them with relief and jobs. Nothing has caused me more worry and grief. Nothing has left me so depressed and made me feel so helpless.

"From my office, day after day, night after night, I have turned my mind's eye to the devoted and tireless men throughout this organization, many of whom I have come to know personally. I have seen and felt them and their families going through all the agonies and tortures of hell—but remaining loyal to this great organization. It has been their loyalty, devotion and faithfulness that inspired me to carry on when worn and thoroughly exhausted.

"I cannot forget these things. I cannot forget the many kindnesses, courtesies and friendships I have enjoyed since entering this organization as a boy of 16. I first became a local recording secretary, next a business agent, then an international representative, next vice president, then president. Naturally through the years this organization has become a vital, breathing part of me.

"Because of all this, I simply cannot place in your hands the usual cold, formal note of resignation. And if I appear too sentimental or emotional, I know you will fully understand.

"Naturally I am happy in feeling that I have contributed, as best my abilities would permit, to the growth, progress and success of this organization. I have seen it go through many fires. It has been a source of keen pleasure to see it grow from a mere weakling into the powerful, respected and competent organization it is today. Frankly, we have weathered the long storm of depression far better than most of us believed we would.

"I have no thought of complaint. I have been treated exceedingly well. The whole organization has been exceptionally kind to me through the years. But I simply feel the nervous strain, worry and responsibilities of the presidency are more than I am willing to continue to shoulder. I am determined not to suffer another breakdown. To avoid this would mean neglecting the duties of the office, which I am unwilling to do.

"It's not so much the hours worked. It's

the ever-present tension, worry, uncertainty, expectancy, the life of controversy. Responsible labor leadership keeps a man 'keyed' up most of the time. He never knows when he will be called out of bed, what will break next. Things are always coming unexpectedly, suddenly. Always he is the object of severe hostility, trickery, flattery and the meanest, most vicious stories and misrepresentations.

"I feel no other work levies such an emotional tax. This is well shown by the many nervous and physical wrecks on all sides. Outside of our own organization there was President Huddell of the Engineers, President Canavan and Secretary Green of the Theatrical Stage Employees, President Johnston of the Machinists and a long list of other international heads. Many cases of local officials could also be mentioned. Truly a man must have nerves of steel, nerves that stand up under all kinds of shocks, day after day, throughout the years.

"Naturally some men stand up under the strain better than others. I suppose it's largely a matter of temperament. One man can laugh off a thing that almost breaks the heart of another. I see many who are still struggling along, living by jumps and jerks. And life simply isn't worth it.

"Surely I cannot be expected to follow the sad road of those going ahead of me. It would do no good. And surely you must know how dear this organization is to me. It gave me my chance to learn and develop. Naturally I could never mislead nor deceive it. I could not and be in my right senses.

"Resignations often hide the real reasons. But I haven't the slightest reason for evasion or concealment. Those who really know me know I have honestly stated the situation. They know how I have long felt. There are positively no other causes influencing my action. There are no differences whatever with my associates. No man could want to enjoy a finer relationship.

"I cannot retire. I must earn a living. And what knowledge and experience I have gained, what little mind I have developed, will be available to the organization. I shall be happy to advise, counsel and aid whenever called upon.

"It is impossible to express my deep gratitude to all those who have shown confidence in and worked with me. This confidence has been a source of great help and inspiration. My deepest regret is that I have been unable to do more for the cause I have loved so much.

"Sincerely,
"H. H. BROACH."

HBB/s

It was moved and seconded that we go into executive session.

The following is the action of the council:

"The International Executive Council accepts the resignation of President Broach. His administration has extended over one of the most trying times in the history of the Brotherhood. This period of depression has coincided with a period of personal ill-health on his part, and yet during the three and a half years of his incumbency he has been at his desk, unless acute illness decreed otherwise, and has shouldered the disturbing tasks, incident to wholesale unemployment, with devotion and courage.

"President Broach's temperament is such that he cannot mark time on any job he undertakes. He has thrown every ounce of energy into the task and has spent his talents unsparingly.

"He began his administration with the much-needed codification of our organization law. He succeeded in injecting his own eagerness, perseverance, devotion, and service into widespread sections of the Brother-

hood. He has widened the scope and significance of the president's functions.

"Such talents have been invaluable to this organization; yet we must—however reluctantly—abide by his determination to resign. We do this with the sincere wish that his health may constantly improve.

"CHAS. M. PAULSEN, *Chairman*.

"M. P. GORDAN, *Secretary*."

It was moved and seconded that a committee of three be appointed to present to International President H. H. Broach the action of the council. Motion carried.

The committee appointed consisted of C. M. Paulsen, J. L. McBride and M. P. Gordan.

The question of a successor to International President H. H. Broach was discussed.

It was moved by J. L. McBride and seconded by James Casey that Dan W. Tracy be elected to fill the unexpired term of International President H. H. Broach. Motion carried.

It was moved and seconded that a suitable notice be drafted notifying the membership of the election of Dan W. Tracy as international president and asking all members and local unions for their co-operation. Motion was adopted.

The following notice was drafted:

"The council carefully considered the selection of a successor for the presidency, and has chosen Dan W. Tracy, Houston, Texas, vice president in charge of the seventh district. Mr. Tracy's attainments, experience, devotion and energy are well-known to the membership. He has been a vice president since 1919. He deserves full co-operation. The council invites the co-operation of the membership and all local unions to the end that the organization may continue to expand and succeed in the future as it has in the past."

It was moved and seconded that Dan W. Tracy be notified of his election to the office of international president and to present himself to the council for obligation to said office. Motion was adopted.

The secretary of the council read the obligation to Dan W. Tracy who also signed the obligation pertaining to taking office.

After a general discussion on policies of the Brotherhood with the international president, the meeting adjourned.

M. P. GORDAN.

UNION PROTESTS ADMINISTRATION OF NIRA

(Continued from page 325)

labor, and with no social point of view, will inevitably drift into objectives not intended by the chief executive of this land and the authors of the Act.

It is our firm conviction, Mr. President, that you and Senator Wagner and other authors of the National Industrial Recovery Act intended it to be primarily an unemployment emergency act increasing the buying power of the masses, but we contend that from the trend so far it is going to fail in this purpose, and may become merely an exercise in price-fixing and monopoly-building in behalf of big business.

Respectfully yours,

(Signed) G. M. BUGNIAZET,
International Secretary.

Whether you be man or woman you will never do anything in this world without courage. It is the greatest quality of the mind next to honor.—James L. Allen.

Story of Three Buns: Fable for the Times

Two Stories by CHARLES F. NESBIT

IN a small village in Bulgaria there was a mechanic who was always boasting of his honesty. He talked of his honesty so much that his fellow men joked him about it and being sensitive about it he left the town.

With a small hand bag he trudged along the road.

Late in the afternoon he overtook an old man with long, grey hair and a long, grey beard. When night came they found no place to lodge and so stopped by a little stream. The honest man said, "I have three buns and we will divide them and can get something to eat tomorrow morning." They got some water from a stream. The honest man opened his bag and they each ate a bun. Then the honest man said; "Let us keep the other one till morning for we may be hungry," so they laid down to sleep.

The honest man waited till the old man was asleep, then opened the bag and ate the other bun himself. In the morning when they both woke up the honest man said: "Now, we will cut the other bun in two, eat it and journey on." He opened the bag, feigned great surprise and said: "Why, the bun is gone!" "That's strange!" said the old man, "who could have taken it?" "I don't know," said the honest man, "somebody has." "I slept soundly all night, I didn't take it," the old man said. "I didn't either," said the honest man, "somebody has stolen it."

They looked all around but couldn't see any tracks. "Oh! well," said the old man, "we will soon get something to eat." So they journeyed on and came to a village where everything was excitement. They asked the cause of the commotion.

They were told that the King's child was very sick, having been stricken on a journey. The old man with the white hair and beard said he could cure the child. They took him to the King. The King said: "You may try, but if you fail, I will have you beheaded." The old man was taken to the child. He put his hands on the child's head, looked steadfastly at him and said: "You are well!" The child arose and walked, fully recovered. The King said to the old man: "You shall have anything—to the half of my kingdom." The old man said "A bag of gold, two horses and a wagon are all I desire." A large bag of gold was given him and two fine horses and a wagon. The old man and the mechanic started on their journey. After a while they came to a fork in the road. The old man stopped the horses and said: "Here we part company." The mechanic looked longingly at the gold. The old man opened the bag and began counting out three piles, piling the gold coins one on the other. "What are you

Gold and its sinister effect on men ties this simple tale to reality.

making three piles for?" said the honest man. "One pile is for you," said the old man, "one for me and one for the man who ate the other bun." The honest man wriggled and twisted and then said: "Old man, I did a mean thing, I ate the other bun. I am an honest man and must tell you the truth, when you were asleep, I opened the bag and ate the other bun." The old man said: "Honesty which can only tell the truth when it sees gold as a reward is poorly named." There was a puff of smoke and when the mechanic got it out of his eyes, there was neither gold nor old man and he was sitting by the roadside.

HOW BEN TRADES HORSES

The first time I saw Ben, or as certain envious members of his own race called him, "Hunch", he was seated on a coping 'round the old brick courthouse in Graham, N. C., in company with some dozen typical southern negroes.

Small, crooked but with a keen face, kindly expression with an exceedingly shrewd mouth and with eyes that were small, bright and penetrating. An old darkey with a rickety cart and about the thinnest and most woe-begone horse one ever saw passed their corner. It had been drizzling rain. The old white-haired negro saluted rather stiffly. Ben called out, "Good, it's raining some, Uncle Dick." "Why?" called back the old negro from the cart. "'Case yuh caint drive a sun perch in dry weather." And the old man, his feelings much hurt, chuckled his reins to quicker escape the boisterous laughter of the crowd.

Later, in a drug store, a friend got Ben to talk some about horse trading. Ben, unable to work much at manual labor had turned his attention when a mere boy to "swapping horses". He had made a great success and was one of the most comfortable residents in that end of the neighborhood, owning a farm of thirty acres near the town where he had a comfortable house, a smiling black wife and nine children.

"Did you ever get beat in a horse trade?" asked my friend. "I done got eat up onct," said Ben. "Who beat you that time, Ben?" "Why, them gyptians" (meaning gypsies). "How did they beat you, Ben?" "Why, them gyptians can grow gums on a horse." "Grow gums?" I thought you looked at a horse's teeth to tell his age." "Maybe you do but I got over that years ago. Why, dere's stuff right heah in dis stoah dat I kin

make a 16-yeah-ole hoss's teeth look lak he wuz eight-yeah-ole." What's that, Ben?" "Diamond dyes. Yassuh. I kin take dese heah diamond dyes and a file an' fix any hoss's teeth so you caint tell how ole he is, so I allus tells by deir gums. Well, two years ago some gyptians had a camp out nigh my place. I rides a smaht filly I has up and down in front of 'em a couple of days jes to whet their appetites. I had got my eye on a mule dey had and figured it would be a good trade. Well, the third day about dusky dark I rides over to their camp an' dey begins talkin' a swap. De ole mule looked perty rough but I 'lowed he jest had hard useage and when I looks at his gums I figures he caint be over nine yeahs ole. I gets five dollars to boot an' we makes a swap. I takes the ole mule home and puts him in my barn. Well, next mornin' when I goes out dere an takes a good look at him, I'll swear I coulda hung my hat on airy bone in at ole mule's body, so den I zamines his gums agin and I seed dey done eat me up. Fur, suh, dat mule wuz so ole he couldn't digest corn an' he died in less en ten days of ole age."

"Well, Ben, what was the best trade you ever made?"

"The bes' trade? Well, I thinks it wuz on ole Mr. Williams' hoss named 'Ranger'. Mistah Williams wants \$80 fuh Ranger an' I ain't got but \$25, so I studies about it a week an' den I says to Mistah Williams: 'Marse Williams, I wants to ride "Ranger" to Greensboro court day and if when I comes back at night I wants him, I'll giv yuh \$25 on account an' owe you de balance till I pick my cotton. If, when I cums back I don't want him, I'll giv yuh a dollah fuh his use dat day.' He says, 'Alright, Ben'. Well, ridin' over I thinks I bettah not swap a hoss I don't yit own an' I hole off swappin him till after dinnah but dere's so many good trades ago in on dat I jes couldn't keep frum it an atwixt dinner time and dusky dark I swaps 16 times an' the las' time I gets back de very same hoss I trade de first time and fur boot I had \$42.25 in money, 16 bundles o' corn foddah and two jugs o' whiskey. I rides home past Mistah Williams' and says 'Massa Williams, here's yuh hoss and heahs a dollah. I don't want him.' And then lak a fool nigger I tells about the trades and whut I got to boot, next day an' de news got to Mistah Williams, an' he up an' sues me 'fore de jedge."

"Well, how did you come out?"

"Oh, I cum out alright, I'se boun' to. I makes him admit right befoah de jedge dat de bargain wuz dat when I cum back at night, if I don't wan' de hoss I pays a dollah fur his use and dat I done it."

"Den, I makes a perty good trade wid Massa Joe Parker's bay mare. She wuz

weak in de back an' if she slipped she allus fell plum down an' had a turrible time gittin' up, but she had mighty good spirit and had been a huntin' hoss till she hurt her back. Well, one night I heard a hoss galloping down de road towards my place an' den I heahs a fall in de mud; torectly I heahs Massa Joe Parker cussin' an' swearin' and slappin' dat hoss scanlous and I knowed he'd been in licker. Well, I didn't hurry much, but torectly I gits out to him and dere lay de hoss in de mud an' he all over mud and he cussin' hisself to a standstill, and when I cum up he say he gwan t' shoot de ole mare, and I say, 'Whut yuh gwine t' do wid her den,' and he say he 'gwine t' leave her dere,' and I say, 'Yes, and de sheriff'll fine you fur leavin' a dead hoss in de road'. He say he don't care, he gwine t' shoot her and I say, 'Well, I'll haul her away fur a half a dollah'. He didn't lak the idee o' payin' me fur haulin' away a dead hoss and so he hesitate and I say I'll giv' yuh a dollah fur her right now and dat's bettern shootin' her, and he say, 'Alright.' So he takes de saddle an' de bridle offen her an' I gives him de dollah an' he goes on up de road. Well, I takes a pail o' watah out to her an' some hay an' lets her rest a while an' gets my passel o' chillen out an' we gets her up an' into de barn an' in three weeks you wouldn't know dat mare; she look fine. So I gits on a mule and leads her and goes up to Burlington and sees a man whut looked to me lak he's a 'free stater' at first sight. He's a ridin' a mule whut I sees has a bad shoulder an' he says to me, 'Nigger, you wan' t' swap hosses?' an' I says, 'No, suh! I'se puttin' in a crap fuh Massa Joe Parker an' I don't wan' t' swap stock while I'se workin';' but he looks at de bay mare an' says, 'Well, dis mule'll do more work dan dat mare', an' I says, 'I don't know 'bout dat; I do know whut dis mare will do and I don't know whut yoah mule will do', an' he says after a while, 'Nigger, I'll giv' yuh five dollahs to boot, an' he takes five silvah dollahs fuh his pocket an' jinks 'em up an' down in his han'. Then I looks lak a fool sure 'nuf, an' I glues my eyes on dat money lak I never seen so much money befoh in all my life, an' I ax him, 'Will yuh make it ten?' He look at de mare an' say, 'Yes, I'll make it ten', and I say, 'I guess I bettah not, that Massa Joe Parker might not lak me swappin' stock while I'se puttin' in a crap', and he say, 'Oh, you'se free, ain't yuh, Nigger; you'se free to do jes' lak you wan' t' yourself?'. I keep lookin' at de money an' I finally say, 'If yuh stand atwixt me an' Massa Joe Parker an' trouble I'll swap'. Well, he puts de saddle whut he's ridin' de mule wid on de mare and gives me the ten dollahs an' he hits her a clip wid a switch dat he's carryin' an' she break into a gallop an' my heart jump clean up in my throat and he gallop her up two blocks an' I hurries up behin' him an' he turn to de left an' he gallops three moah blocks an' into a stable. I nevah breathed an' my heart still in my throat till I see him go

in dat door, fuh I wuz lookin' for her to fall down an' break her neck, an' hisn, too, every jump. Well, I goes down an' buys a sack o' meal, some side meat, some fixings fuh de ole lady an' pays my taxes an' goes on hime. In 'bout two days I 'low as I'd betteh go up to Burlington an' heah de news.

"I meets dis white gen'man fus' thing an' I says, 'Howdy, Mistah, how you lak de gray mare whut yuh got fuh me' an' he say, 'Oh! you're de nigger I traded my mule to!' I say, 'Yessuh', an' he say, 'You know, nigger, a mighty funny thing happened 'bout dat mare; she got down in de stable dat night and hurt her back an' she ain't been a bit o' good since.' So I say 'Dat too bad' and go on home."

COMMUNITY BOOSTS PUBLIC WORKS

(Continued from page 324)

revolutionary. Authorities now recognize that the people of the congested areas of cities should be housed in individual garden homes. The proposed projects cover sewage, drainage, water supply, and good transportation. These are necessary for such housing projects and are as follows:

1. Electrification of the 7,000 miles of track of the railroads in the metropolitan area of Chicago.
2. A metropolitan local transportation system. The suburban trains of the railroads to be part of such a transportation system.
3. Sewage disposal, drainage, Lake Michigan water supply, removal of pollution from the 1,000 miles of water courses.
4. Building of individual garden homes for the housing of the people in the congested areas of the cities; therefore be it

Resolved, That the president and trustees of the village of Bellwood favor the enactment of legislation by the State of Illinois and the necessary financial aid from the United States to set in motion work on these projects. Further

Resolved, That we favor the electrification of the railroads in this area for the following reasons:

1. Railroad officials in hearing before the Illinois Committee on Public Utilities and transportation advance only one sound reason for failure to do this work—that is, lack of finance.
2. This project covers 7,726 miles of track. Cost per mile for electrification is \$100,000. Total cost \$750,000,000. Useful work for thousands on the tracks, mills and shops

"MY HERO"

By WILLIAM COOPER, Portland, Ore.

Who's the greatest man in the world today?
Some Ruler or President, most folks will say.
But there's a face in my memory of one that I've met
That would outshine all others, that I have known yet.
On the farm or in Congress, he was always the best;
Whatever he did, he was above all the rest;
This man was my hero since I was a lad.
Who's the greatest man living?
My friends, he's my Dad!

in this area and throughout the nation will be provided for in this project.

3. Estimated that one-sixth of the deaths in the Chicago area are caused by the smoke evil. Forty-three per cent of the smoke in Chicago is due to railroad steam locomotives. Electrification of the railroads will reduce this death rate. Smoke destroys property and increases living expenses. Electrification of the railroads will save property and reduce living expenses.

4. Real estate and housing experts state that the improved transportation resulting from electrification, will make for development of the suburban areas and serve to promote housing projects.

5. This project will do much to restore traffic that has been swept from the rails through adverse legislation and absence of finance. It will do much to stabilize the economic structure of the railroads and electric power companies. Further

Resolved, That we favor a metropolitan local transportation system for the Chicago area, which should include all local means of transportation and the suburban trains of the railroads. We favor such a transportation system for the following reasons:

1. To serve the people with adequate transportation, the system must embrace all the means of local transportation in the Chicago area and be under the control of one agency.

2. Engineers state that suburban trains of the railroads when made a part of such a system can be made a paying proposition and help to defray the expense of electrification.

3. This system will provide much useful work for thousands of people and serve to promote housing projects. Further

Resolved, That the work of sewage disposal, Lake Michigan water supply, drainage, and removal of pollution from the 1,000 miles of waterway be placed under the control of one agency. We recommend this for the following reasons:

1. This project will provide much useful work for thousands of people.

2. Chicago now pumps more water than is needed to supply the entire metropolitan area. This waste can and should be stopped. Chicago should sell to this agency the water cribs, tunnels and associated pumping equipment. Enough money can be thus obtained to pay the back salaries of the Chicago employees and school teachers. Other municipalities in this area could and would sell to this agency their wells and associated pumping equipment.

3. The people of this area built the Chicago drainage canal at the cost of \$100,000,000. The United States Supreme Court has made this canal useless for the purpose built (sewage disposal). The United States government should compensate the people in this area to the extent of \$100,000,000 by the building of drainage works in this area. This is a just request, because this canal is now an important link of the lakes to gulf ship canal. A benefit to the people in many states. Further

Resolved, That housing projects be promoted to house the people in individual garden homes in the Chicago area. Seven hundred and fifty thousand acres are available for this purpose. People of the congested area must be housed so that they can help to care for themselves during periods of depression. Building of individual garden houses is the way out. Further

Resolved, That the state of Illinois appoint a commission to study and promote these projects.

Passed and filed in my office on this 16th day of May, 1933, A. D.

Approved. WILLIAM MILLER,
Village Clerk.

IN MEMORIAM

Theodore J. Zwick, L. U. No. 232

Together we move onward in life, side by side. But all too frequently a step is missing from the ranks, a face that we have known and loved is seen no more. We must close up the gap and go forward, yet we go not on alone. The memory of the one who has gone before remains with us, and the influence of that one's love affects us still. In appreciation, we acknowledge our debt of gratitude for the association that has been ours.

Thus Local Union No. 232 records the passing, on July 7, 1933, of Brother Theodore J. Zwick.

To his family we extend the sympathetic consolation of true friendship. If it be possible, we would lessen their sorrow by sharing it with them, for we have lost a friend—a loyal member.

In memory of Brother Zwick, our charter shall be draped for 30 days. Copies of this tribute shall be sent to his bereaved dear ones and to our Journal for publication, and it shall be inscribed upon the minutes of this meeting.

Adopted by Local Union No. 232, Monday, July 10, 1933.

EDWIN B. IVES,
WM. J. REARDON,
WESLEY GUILFOYLE,
Committee.

Herman J. Kroll, L. U. No. 51

Whereas it has pleased the Almighty God, in His infinite wisdom to call from our midst our esteemed Brother, Herman J. Kroll, who departed this life June 10, 1933; and

Whereas Brother Kroll's demise has left a vacancy in our midst and our affections; therefore be it

Resolved, That our sympathy be extended to the bereaved family and that a copy of this resolution be spread upon our minutes and a copy be sent to the family and a copy be sent to the Editor, to be published in our official Journal and that our charter be draped for a period of 30 days.

R. BARNES,
THOS. F. BURNS,
L. M. HOLLY,
Committee.

Edward Bahr, L. U. No. 397

Whereas the Almighty God has seen it best to remove from our midst our beloved Brother, Edward Bahr; and

Whereas in the passing of Brother Bahr, Local Union No. 397, International Brotherhood of Electrical Workers, mourns the loss of a true and loyal member; therefore be it

Resolved, That in this hour of sorrow and sadness of his mother and relatives we extend our sincere sympathy and condolence; and be it further

Resolved, That the charter of Local Union No. 397 be draped for a period of 30 days in the memory of our late Brother, Edward Bahr; and be it further

Resolved, That a copy of these resolutions be sent to the mother of our late Brother, a copy spread on the minutes of Local Union No. 397, and a copy sent our official Journal for publication.

W. J. DAY,
J. L. DYER,
W. P. QUINN,
Committee.

John W. Burns, L. U. No. 30

Whereas we, the members of Local Union No. 30, I. B. E. W., have been called upon to pay our last respects to our departed Brother, John W. Burns; and

Whereas in the passing of a co-worker and companion Local No. 30 deeply mourns the loss of a true and loyal member; therefore be it

Resolved, That the charter of L. U. No. 30 be draped for a period of 30 days in memory of our late Brother; and be it further

Resolved, That a copy be spread on the minutes of the local union and a copy sent to the official Journal for publication.

F. E. BOYER,
JOE O. OTTENI,
Committee.

Edward J. Lynch, L. U. No. 106

Whereas it has pleased the Almighty Father in His infinite wisdom to take from our midst our beloved Brother, Edward J. Lynch; therefore be it

Resolved, That we extend our sympathy to those who remain to mourn his loss; and be it further

Resolved, That our charter be draped for a period of 30 days in respect to our departed Brother.

S. C. KELLER,
Recording Secretary.

Alex. McRae, L. U. No. 344

As it is with extreme sorrow and regret that we mourn the untimely passing of Brother Alex McRae, a true and worthy member of our organization; be it

Resolved, That we extend to the widow and family of the late Brother our sincere sympathy and assistance in their time of trial; be it

Resolved, That we drape our charter for 30 days, and that a copy of this resolution be inscribed upon our minutes.

T. B. BLACK,
Recording Secretary.

Morris Fox, L. U. No. 2

Whereas the Silent Messenger of death has again invaded our local union and removed from our midst our friend, Brother Morris Fox; and

Whereas in the passing of Brother Morris Fox Local No. 2 has lost a true Brother and friend; therefore be it

Resolved, That we extend our sincere sympathy to his wife; and be it

Resolved, to drape our charter for 30 days and a copy of these resolutions be sent to our official Journal for publication.

CHAS. FOGG,
T. H. BURNS,
TOM. HANRATTY,
Committee.

Dennis Raby, L. U. No. 17

With a sincere feeling of sorrow and regret over the loss and passing of our Brother, Dennis Raby, it is the desire of this local union to express our sympathy in a humble way; therefore be it

Resolved, That the condolence of this organization be extended to the family and friends of Brother Dennis Raby; and be it further

Resolved, That our charter be draped for a period of 30 days, in respect and memory of our departed Brother; and also be it further

Resolved, That a copy of these resolutions be recorded in our minutes, a copy be sent to the Journal for official publication and a copy be sent to the bereaved family of our departed Brother.

WM. McMAHON,
WM. I. SPECK,
F. DONAHUE,
Committee.

T. H. Jackson, L. U. No. 702

Whereas Almighty God, in His infinite wisdom, has seen fit to take from our midst our esteemed and worthy Brother, T. H. Jackson; and

Whereas Local Union No. 702, I. B. E. W., has lost in the passing of Brother Jackson, one of its true and loyal members; therefore be it

Resolved, That Local Union No. 702 extend its sincere sympathy to his wife and family; and be it further

Resolved, That the charter of this Local Union No. 702 be draped for a period of 30 days; and also be it further

Resolved, That a copy of this resolution be sent to his family, a copy be spread upon the minutes of Local Union No. 702 and a copy be sent to the Electrical Workers Journal for publication.

E. E. SCOTT,
URAL ANTHONY,
E. M. MARROW,
Committee.

Albert Toone, L. U. No. 666

Whereas the Supreme Architect, in His infinite wisdom, has taken from our midst our beloved Brother, Albert Toone; be it

Resolved, That the members of L. U. No. 666 do extend their heartfelt sympathy in their hour of sorrow; and be it further

Resolved, That our charter be draped for a period of 30 days in memory of our departed Brother, also a copy of these resolutions be forwarded to the bereaved family; also a copy be spread upon our minutes, and a copy be sent to our official Journal for publication.

HENRY M. MONAHAN,
Press Secretary.
C. J. ALSTON,
Financial Secretary.

Max Cooney, L. U. No. 39

Whereas Local Union No. 39 has been called upon to pay its final respects to our departed Brother, Max Cooney; and

Whereas we deeply mourn his sudden and untimely passing, and desire as best we can to express our heartfelt sympathy to those who remain to mourn his loss; therefore be it

Resolved, That a copy of this resolution be spread on our minutes, a copy be sent to his family and a copy be sent to our official Journal for publication; and be it further

Resolved, That in regular meeting we stand for one minute in silence as a further tribute to his memory, and that our charter be draped for a period of 30 days.

THE COMMITTEE.

Emil Von Drake, L. U. No. 886

Whereas Local Union No. 886, I. B. E. W., through the will of Almighty God, has been called upon to pay its last respects to our late departed Brother, Emil Von Drake; and

Whereas we desire to convey to his family and relatives our deepest sympathy; therefore be it

Resolved, That we, the members of Local Union No. 886, I. B. E. W., in regular meeting, stand in silence for one minute as a tribute to his memory; and be it further

Resolved, That a copy of these resolutions be sent to his bereaved family, a copy be spread upon the minutes of our meeting, a copy be sent to the Electrical Workers Journal for publication and our charter be draped for a period of 30 days.

H. CLAYPATCH,
W. NEUMANN,
CARL WM. FRANK,
Committee.

Henry Godell, L. U. No. 3

The following resolution was adopted at the regular meeting of Local Union No. 3, I. B. E. W., held at the Central Opera House, New York City, on Thursday, June 22, 1933:

Whereas Henry Godell, a good union man and member in good standing of our union, was shot down, murdered by cold-blooded assassins, which deserves the undivided condemnation of the entire membership of Local Union No. 3, I. B. E. W.

Whereas Henry Godell, by this shameful act, has been torn away from his wife and two children, as well as the rest of his family; therefore be it

Resolved, That Local No. 3 go on record sending its heartfelt and deepest sympathy to his wife and family.

BERT KIRKMAN,
President.
G. W. WHITFORD,
Secretary.

H. E. Montgomery, L. U. No. 528

With a sincere feeling of sorrow and regret over the loss and passing of our Brother, H. E. Montgomery, it is the desire of Local No. 528 to express our sympathy in a humble way; therefore be it

Resolved, That the condolence of this organization be extended to the family and friends of Brother Montgomery; and be it further

Resolved, That our charter be draped for a period of 30 days in respect and memory to our departed Brother; also be it

Resolved, That a copy of these resolutions be recorded in our minutes, a copy be sent to the Journal for official publication and a copy be sent to the bereaved family of our departed Brother.

J. MUELLER,
Recording Secretary.

Joe Lodewyck, L. U. No. 465

Whereas the Almighty God has seen fit to remove from our midst our Brother, Joe Lodewyck; therefore be it

Resolved, That the members of Local Union No. 465, I. B. E. W., extend our sincere sympathy and condolence; and be it further

Resolved, That our charter be draped for a period of 30 days, and a copy of this resolution be sent to his family, and a copy be sent to the official Journal for publication.

R. J. WILCOX,
J. F. WALKER,
EARL A. FINLEY,
Committee.

A. J. Erickson, L. U. No. 125

Together we move onward, side by side; all too frequently one is missing from the ranks, a comrade that we have known and loved passes on to the Great Beyond. But his deeds and acts still linger in our memories. In appreciation we extend to his family the sympathetic consolation of friendship in their hour of bereavement.

In memory of Brother A. J. Erickson, our charter shall be draped for 30 days and a copy of this tribute shall be spread on our minutes and a copy sent to the Worker for publication.

DALE B. SIGLER,
H. H. GAINER,
R. I. CLAYTON,
Committee.

Floyd Greenfield, L. U. No. 17

Whereas it has pleased Almighty God, in His divine wisdom, to take from our midst our worthy Brother, Floyd Greenfield; and

Whereas we, as members of Local Union No. 17, I. B. E. W., deeply mourn our loss and extend our heartfelt sympathy to his bereaved family in their hour of sorrow; therefore be it

Resolved, That a copy of these resolutions be sent to the family of our deceased Brother, a copy to be spread on the minutes of our Local Union No. 17, and a copy of this to be sent to the official Journal of our Brotherhood for publication.

WM. McMAHON,
WM. I. SPECK,
F. DONAHUE,
Committee.

Charles G. Ott, L. U. No. 9

Whereas it has pleased Almighty God, in His infinite wisdom, to take from our midst our esteemed and worthy Brother, Charles G. Ott; and

Whereas Local Union No. 9 of the International Brotherhood of Electrical Workers has lost in the death of Brother Ott one of its true and devoted members; therefore be it

Resolved, That Local Union No. 9, I. B. E. W., hereby expresses its sincere appreciation of the services to our cause of our good Brother and our sorrow in the knowledge of his passing; and be it further

Resolved, That Local Union No. 9 tenders its sincere sympathy to the family of Brother Ott in their time of sorrow; and be it further

Resolved, That a copy of these resolutions be sent to the family of our late Brother, a copy be spread on the minutes of our Local Union No. 9 and a copy be sent to the official Journal of our Brotherhood for publication.

JOHN LAMPING,
DAN. MANNING,
HARRY SLATER,
Committee.

DEATH CLAIMS JULY 1 TO JULY 31, 1933

L.L. No.	Name	Amount
68	Wm. E. Clark	\$1,000.00
I. O. A. J. Erickson		1,000.00
I. O. R. S. Thomas		1,000.00
11	C. W. Christie	1,000.00
3	H. S. Gadel	1,000.00
405	D. P. Roddy	1,000.00
3	G. A. Bridger	1,000.00
3	H. Kopone	1,000.00
I. O. Frank Snyder		1,000.00
134	A. Marchand	1,000.00
3	J. E. Moran	1,000.00
232	T. J. Zurick	1,000.00
3	H. Firth	1,000.00
886	E. Von Drake	1,000.00
I. O. Wm. R. Lufberry		1,000.00
I. O. C. Seibel		1,000.00
134	G. K. Paige	1,000.00
I. O. J. J. Young		1,000.00

L.L. No.	Name	Amount
465	J. H. Lodewyck	1,000.00
3	S. Moneypenny	300.00
862	C. J. Clyatt	1,000.00
528	H. E. Montgomery	300.00
3	Jos. Amato	1,000.00
65	J. B. Ruegg	1,000.00
58	Frank O'Brien	1,000.00
3	J. C. Fanning	1,000.00

Claims paid from July 1 to July 31, 1933	\$24,600.00
Claims previously paid	3,067,386.10
Total	\$3,091,986.10

Passing of W. W. Wade, a Real Unionist

Recently "The Citizen" contained the brief announcement of the passing of one of the real old-time members of the organized labor movement in the person of W. W. Wade, better known as "Shorty," to a host of friends in this city. This real union man and good fellow succumbed Wednesday, May 17, at the General Hospital after an illness that attacked him several years ago, but was not expected to result seriously until a few days before the end, as he was up and around and only a week before had been at the office of his local, Electrical Workers No. 83, in the Musicians' Building in Georgia Street, seemingly in good health considering his age. At that time he told the Brothers, with whom he was a prime favorite, that he was feeling fine, and assured them he would be around with them many years.

William W. Wade was born in Urichville, Ohio, November 29, 1859, and at time of passing was in his 74th year. His boyhood was spent in Ohio. Arriving at man's estate he traveled extensively, early taking up the profession of lineman, and was among the first in that calling soon after the general use of electricity for lighting. He became affiliated with the International Brotherhood of Electrical Workers in 1901, and remained in good standing until his death. Some years of his life were spent in Texas, where he took part in many of the early struggles of organized labor, and his reminiscences of those days were enjoyable. Those were days one had to back up his beliefs in many ways, sometimes with force, and unionists were not very popular, as a rule.

He personally knew all the leaders of his craft of the early days, as well as other great leaders, mostly now gone, in the American labor movement. He also was active in his local unions, serving officially in whatever capacity called upon, and being exceptionally bright and apt, he was a leader of moment. He also took part in the general work of organized labor wherever he located. His aptness in debate and keen sense of humor made him a popular figure and one to be reckoned with in debate.

He came to California in 1917, and was active and has been part of the movement here up until a few years ago. He had been president of Electrical Workers Local Union No. 83, and held other offices, and was very popular and called into consultation on all important matters confronting his craft. Some years ago he was compelled by age to cease active work at his trade, but he never lost interest in the cause. His last activity was as delegate to the Central Labor Council from his local, where he had a host of friends. A year or more ago he was placed on the pension list of the Brotherhood and took

life as easy as possible, though maintaining his deep interest in the cause until the end.

He leaves a wife, Mrs. Luella Wade, and a son, Howard, and a daughter, Mrs. Helen Gagne, to mourn his going away, in addition to a host of sorrowing friends. Several years ago he moved to Long Beach, where the family home is. The direct cause of his death was given as abscess of the liver, together with other complications.

The funeral services were held in Long Beach, attended by many members of the I. B. E. W. and friends and members of organized labor, who thus paid the last respects to a real union man, who always could be depended upon to do his part, no matter what it was. Interment was in Signal Hill Cemetery. There were many beautiful floral tributes, and "Shorty" Wade should sleep well under them, as he had been a real man and unionist of the true blue kind.—From the Los Angeles Citizen.

UNION ACTIVE IN PROTESTING CODES

(Continued from page 317)

1933 + 35 per cent.	4,721,774
1933 + 50 per cent.	5,246,415

To obtain the number of hours per man per week under these varying conditions we must divide the number of man-hours per week by 328,722. We obtain the following results:

Production	Man hours per week	Hours needed per week
(a) 1933 + 25%	4,372,013	13.3
(b) 1933 + 35%	4,721,774	14.3
(c) 1933 + 50%	5,246,415	16.0

Assuming no increase in production, we would need about an 11-hour week to reabsorb all those dropped by the industry since 1929. We obtain this figure in the following manner:

The present employment, 116,587, is 35.5 per cent of the 1929 employment. These men are working, as we have seen, 30 hours per week. In order that 328,722 men may do this same amount of work, each must work 35.5 per cent of 30 hours or 10.65 hours per week—

Check: 328,722 × 10.65 = 3,500,889 man hrs.
116,587 × 30 = 3,497,610 man hrs.

(Discrepancy) 3,279 man hrs.

The discrepancy in these two figures for man-hours per week is less than one-tenth of 1 per cent.

We are aware that we are not in a position to follow these figures to their conclusion. We would be accused of sensational exposure. We realize that the damage has already been done when workmen were forced to work excessive hours in 1929, and prior thereto.

In 1929, the schedule of hours was as follows:

Number of workers	Number of hours
705	40 hrs and under
177,218	40 to 45 hours
194,485	45 to 48 hours
104,267	48 to 54 hours
17,112	54 hrs. and over

(Bureau of Census—Manufacturers—General Report) (1929, page 53)

Here is where the damage was done. Long and inhuman hour schedules piled up the surplus that brought the present debacle. Had hours been curtailed in

1929 and prior thereto, the need for an 11-hour week at this moment would not exist. We grant now, reluctantly perhaps, and with shame, that it is impossible to undo the mistakes of yesterday. But the mistakes of yesterday should not be committed again today. Believing that the Administration could well set a maximum of 24 hours for the industry, we bow to the present trend and accept the 30-hour week as the standard.

III—Omissions

The electrical manufacturing industry is dominated by the National Electrical Manufacturers Association. The proposed code places the control of the entire industry in the jurisdiction of the National Electrical Manufacturers Association (Section V). The National Electrical Manufacturers Association is an autocratically controlled trade association, managed entirely by a board of governors of 30, elected annually. The board of governors delegates its power *ad interim* to an executive committee of 13 members. The board of governors has broad powers (Exhibit B); and virtually conducts the business of the industry.

a. The board of governors allocates section or members to various divisions (Article II, Sec. 1).

b. All policies, press releases, etc., are reviewed by board of governors and approved or rejected (Article II, Sec. 2).

c. Supervises minutes of various sections (Article III, Sec. 5).

d. Nine members of the 30 members of the board of governors may constitute a quorum (Article IV, Sec. 5).

e. Twenty-five per cent of the members compose a quorum at all meetings (Article XIII, Sec. 1).

f. Chairmen of divisions may appoint all committees.

It is a serious question as to whether the code submitted is a representative code. There are about 1,130 electrical manufacturing firms in the United States. The National Electrical Manufacturers Association submitting this code does not claim that it has 75 per cent of this group, but controls 75 per cent of the production of the entire industry—a different thing. It would appear wise and expedient whether the National Electrical Manufacturers Association contains in its membership (1) a representative group of electrical manufacturers; (2) and whether the system of government within the National Electrical Manufacturers Association is of that character to make "self-government in industry" a possibility.

One of the definitely stated goals of the National Industrial Recovery Act is "to induce and maintain united action of labor and management under adequate governmental sanction and supervision". There is nothing in this code which would aid, engender or even permit "united action of labor and management". This is a glaring omission inasmuch as the chronology of events within the electrical manufacturing industry itself indicates that this industry has in various sections, and as a whole, been concerning itself with just such questions.

1930-31 Announcement of the Swope Plan providing unemployment stabilization and insurance features for General Electric employees. This is based upon

company union representation. (Exhibit C.)

1932 Announcement that the National Electrical Manufacturers Association had accepted the so-called Swope Plan in principle providing for employment stabilization and insurance features. (Exhibit D.)

1933 Announcement that the Neagle Committee of the National Electrical Manufacturers Association had presented to the membership plans for: (Exhibit A) Life and disability insurance. Pensions. Unemployment benefits.

Yet the proposed code provides for none of those social features destined to "induce and maintain united action of labor and management."

Other than the cold inclusion and recounting of the law relating to labor relations, nothing pertinent thereto appears in this document. The Recovery Administration has ruled that no evidence of collective bargaining in the preparation and presentation of a code is necessary, and it is apparent that the National Electrical Manufacturers Association has religiously observed this ruling. There may be, however, more reasons than sentiment, or labor prejudice, entering into the question of proper labor relations. Labor relations have to do with the technical question of production. Proper labor relations enable a plant to produce more at less outlay, and bad labor relations make a plant produce less at greater outlay. In this sense, every code presented by a trade association must deal with the question of labor relations in their effect upon production. This code for the electrical manufacturing industry does not.

Improper labor relations as such may have no place in the discussion here, but bonus incentives, speed-up plans, time-clock systems, do, inasmuch as they bear on technical matters, but they in turn can be introduced only in plants where bad labor relations prevail.

Proposals

1. We are here to speak for skilled electrical workers. We propose that the minimum weekly scale for skilled electrical workers shall be 90 cents an hour, and that existing piece rates shall be increased proportionately.

2. We propose that the maximum hour schedule shall not be more than 30 hours a week—reluctantly.

3. We propose that an investigation of labor relations—in particular of the bonus incentive plan the Bedaux system the micro-motion system be made to measure their effect upon production.

DAN W. TRACY,

President.

CHARLES D. KEAVENEY,

Vice President.

CHARLES L. REED,

Assistant to the President.

G. M. BUGNIAZET,

Secretary.

Approval of the electrical manufacturing code was announced by Administrator Johnson on August 5. The code was approved pretty much as drawn by the National Electrical Manufacturers' Association. It provides for a maximum of 36 hours per week for all processing workers and 40 hours for all other employees, except administrative, traveling and commission sales people. This is a maximum which cannot be sup-

ported by research facts, as the brief filed by the International Brotherhood of Electrical Workers indicates. It is also known in Washington that the research section of the Recovery Administration was in a position to recommend a much lower maximum than the one granted to the electrical manufacturing industry.

The minimum wages also are far too low to accomplish the purpose of the Recovery Act. They are fixed at 40 cents per hour, an increase of 5 cents over the original 35 cents requested by NEMA.

No protection under the code is given to skilled workers. The code is to be administered entirely by the National Electrical Manufacturers' Association, a highly autocratic and centralized institution. Publicity men writing about this new code stated that it had the full approval of the Labor, Industrial and Consumers Advisory Committee. However, this approval is only nominal and has no real significance other than formal.

The approval code for the Shipbuilding and Ship Repairing Industry will be of interest to a number of our members. The sections having to do with hours and wage rates are quoted in full:

3. Regulations of Hours of Work

(a) Merchant Shipbuilding and Ship-repairing.

(1) No employee on an hour rate may work in excess of an average of thirty-six (36) hours per week, based upon a six (6) months period; nor more than forty (40) hours during any one week. If any employee on an hourly rate works in excess of eight (8) hours in any one day, the wage paid will be at the rate of not less than one and one-half ($1\frac{1}{2}$) times the regular hourly rate, but otherwise according to the prevailing custom in each port, for such time as may be in excess of eight (8) hours.

(b) Shipbuilding for the United States Government.

(1) No employee on an hourly rate may work in excess of thirty-two (32) hours per week. If any employee on an hourly rate works in excess of eight (8) hours in any one day, the wage paid will be at the rate of not less than one and one-half ($1\frac{1}{2}$) times the regular hourly rate, but otherwise according to the prevailing custom in each port, for such time as may be in excess of eight (8) hours.

(c) Exceptions

For a period of six (6) months exception may be made in the number of hours of employment for the employees of the Shipbuilders engaged in designing, engineering and in mold loft and order departments and such others as are necessary for the preparation of plans and ordering of materials to start work on new ship construction, but in no event shall the number of hours worked be

in excess of forty-eight (48) hours per week, and in no case or class of cases not approved by the Planning and Fair Practice Committee provided for in Section (8).

4. Minimum Wage Rates

(a) The minimum pay for labor, except apprentices, learners, casual and incidental labor, shall be at the rate of forty-five (45) cents per hour in the north and thirty-five (35) cents per hour in the south.

(1) Apprentices and learners shall not be paid less than the minimum wage after two (2) years of employment.

(2) Casual and incidental labor to be paid not less than eighty (80) per cent of the minimum wage, the total number of such casual and incidental employees in any calendar month not to exceed eight (8) per cent of the total number of skilled and semi-skilled employees during the same period.

(b) The amount of differences existing prior to July 1, 1933, between the wage rates paid various classes of employees receiving more than the established minimum wage shall not be decreased. In no event shall any employer pay an employee a wage rate which will yield a less wage for a work week of thirty-six (36) hours than such employee was receiving for the same class of work for a forty (40) hour week prior to July 1, 1933. It is understood that there shall be no difference between hourly wage rates on commercial work and on naval work, for the same class of labor, in the same establishment.

5. Prohibition of Child Labor

On and after the effective date of this Code, employers shall not employ any minor under the age of sixteen (16) years.

6. Arbitration of Existing Contracts

Where the costs to the contractor of executing contracts entered into in the shipbuilding and shiprepairing industry prior to the presentation to Congress of the National Industrial Recovery Act or the adoption of this Code are increased by the application of the provisions of that Act or this Code, it is equitable and promotive of the purposes of the Act that appropriate adjustments of such contracts to reflect such increased costs be arrived at by arbitral proceedings or otherwise and the applicants for this Code constitute themselves a Committee to assist in effecting such adjustments.

KIND AND CHARACTER OF JOBS AT MUSCLE SHOALS

(Continued from page 314)

long lines at high voltage, built either by the Federal government or under its direction, may pass up and down the valley connecting with lower voltage feed lines which can economically carry

service to municipalities, industries and farms.

Just how cheap the power will be no one knows at this time but it is not hard to believe that since all generation and transmission will be accomplished at cost, the rates should be lower than those which now exist in most localities served by public utilities which must show a return on the investment of their stockholders.

Homes Will Spring Up

The creation of new industrial interests will bring new and more workers with a need for additional housing facilities. Existing communities should enlarge and new villages spring up. Electric service will be needed in and about these newly created home centers and much construction work must be done. Since in many cases this work will be entirely new, advantage can be taken of recent developments in all forms. In addition to the usual domestic and municipal requirements for light and power it is possible that electric heating may be economically used. Certainly refrigeration for household and commercial purposes will be the usual thing and it is reasonable to expect that air conditioning may be used in many of the more elaborate homes and public buildings. The climate of much of the proposed development is such that air conditioning should operate under unusually favorable conditions and, with a low cost for energy, it would be as logical an installation as a heating plant.

With the establishment of municipal centers in the immediate vicinity to furnish a local market for milk and perishable produce the farming interests will increase. In addition disposal of produce to main centers such as Washington and New York is not difficult and should attract the larger type of producer. Much of the valley is already fertile and needs only the intelligent attention of skilled farmers to make it blossom into an ideal agricultural community. The production of fertilizers by the federal government in the nitrogen plants already installed should be of vast assistance in reconditioning soil that has been worn out or starved. In the past the farmer has not been a great user of electrical energy due largely to the high cost of distribution of power over rural transmission line extensions. Such extensions have cost from \$1,000 to \$5,000 for each mile, depending on the topography of the country and the character of the soil. These lines were of necessity financed by the farmers themselves and the cost of service plus the charge for the line was prohibitive. With lines built by subsidy from the federal government ready to supply electrical energy at his door, the farmer should become an important factor in the application and use of power. Probably no small user has a more diversified load than is needed on a farm and while the individual consumption will be small, the aggregate use of power for agricultural purposes throughout the valley should be considerable.

Farm Equipment Great

Aside from use for the customary domestic purposes about the house, the farmer will need an adequate water supply which can best be furnished through the use of electrically driven pumps. If he is in the dairy business he will need milking machines and refrigeration on a relatively large scale. Electrical heaters for the supply of hot water or steam to the dairy house will be a practical necessity and if he maintains a poultry house he will probably use electrically heated incubators and brooders. For these uses he will need the best in equipment and service, for failure of power cannot be tolerated. In addition he will require power supply for driving motors in connection with hay hoists, grinding feed, sawing wood and cutting ensilage. In short, anything that can be done by a gasoline engine can probably be done better and cheaper by the use of a motor with a reduced fire hazard at the same time. His lighting load will be fairly large. In many cases he will invest from \$500 to \$2,000 for wiring and equipment if he operates a farm up to 150 acres and more in proportion for larger tracts of land. The application of electricity to farm uses is not an untried experiment but an accomplished fact with a successful record of many years where it has been employed.

What is being done in the Tennessee valley is not peculiar to that area alone. Without question a similar plan is applicable to many sections of the United States and presumably other developments will follow the successful completion of this one. Much will be learned by experience as time goes on and the question of the economics of public ownership of electric utilities should be better understood when the results of this attempt are known. As a pioneering act in the field of engineering the creation of the Tennessee Valley Authority is indeed a noble experiment of major magnitude.

ELECTRIC EYE BEAMS ON CHICAGO ELECTRICIANS

(Continued from page 323)

lectured on the fundamental principles, developments, applications and operations of the "vacuum tube and photo-electric cell."

The members of Local No. 134 constituted the largest group in the United States to ever participate in an educational program such as "The Electric Eye," whose use is steadily increasing.

Approximately 4,000 members were in attendance and by their presence indicated the absorbing interest of trade unionists to keep pace with the ever expanding horizon of human knowledge, particularly as evidenced in the electrical field where the impossible of today, becomes the commonplace of tomorrow.

If money be not thy servant it will be thy master.

MUSCLE SHOALS—A VAST CONSUMER VENTURE

(Continued from page 309)

Valley while Muscle Shoals in Alabama is at the other end. This line will serve to convey power from the present lower to the upper dam and plant, to be used while the latter are in course of construction. At the same time the building of the model city will be proceeding. Homes that are not merely livable but almost elegant are visualized; detached houses fronted by lawns and flowers, equipped with every modern convenience for domestic happiness, and backed up by garden plots which will almost create a living of themselves, should depression ever settle over the land again. There will be schools, churches, libraries and all of the accompaniments of civilization, to speak lightly of a two-car garage with every home. Such is the wealth of our natural resources when efficiently tapped by our people and for our people.

Permanency, An Aim

I dare say that any reader who has followed me thus far has already foreseen that the model city will be permanent, that industries will come in to connect up with the cheap power, and that permanent employment will thus be engendered for the original workers on Cove Creek dam and power plant, yes, and their descendants. Such indeed is the plan for decentralization of industry from our crowded cities to more livable areas. There will be the butcher, the baker and the candlestick-maker; except in a more modern sense the latter gentleman will be none other than Uncle Sam himself.

They say that when Lafayette visited this country after the Revolution, and the populace turned out to welcome him in their best bibs and tuckers, the old General exclaimed: "Where are the poor people?" Well, if this would appear to be a forerunner of the negative answer "there are none," so early in the day of our independence, what may be expected when the people have really come into their own, as a result of their last effort in pioneering and on a last frontier, in the development of their own natural resources, by themselves and for their own use, and for their posterity?

Thus the sociological seed is sown behind the practical endeavor. All know of the long struggle for proper conditions that has accompanied the work of union men. And unions were only formed in the first place to dull the sharpness of man's inhumanity to man. Simply that with sociological features so well taken care of in the very beginning of a vast enterprise, as doubtless the old effort for a fair day's wage for a fair day's work will be also, all under government auspices, the effect should be to rally the best patriotic effort on the part of every individual worker to serve his country efficiently and well. With Uncle Sam as the employer, there should be no disposition on the part of a living

soul to lay down on the dear old relative, no matter how rich he is, for he is only as rich as we make him, and as efficient.

The engineering scope of the project is vast, and its separate features are inter-related and interlocking.

Equity Established For All

In the matter of flood control it will readily be seen by my practical fellow workers that at flood seasons of the year, when the Mississippi, called the father of waters in a flower of speech which does not state the matter accurately from an engineering viewpoint, is ready to jump its banks and spread death, disaster and famine as formerly, then the flow of the head waters must be checked for the time being. First one and then another dam on the Tennessee tributary must have its gates closed while the waters are temporarily stored in a vast basin or lake behind each dam. The lake area provided for Cove Creek dam, I may say, for example, will cover several counties in Tennessee. Hence a provision is made, not only to compensate property owners for lands condemned for this purpose, but to pay a percentage in gross profits, derived from the sale of power, to the state of Tennessee, in lieu of loss to the state of a vast taxable land area. A like provision is made for the state of Alabama.

Such is the extent of plans made for the storage of water in flood time. The peak of the flood passes quickly, often within a few days. But within these short periods of time each recurring spring, millions upon millions in property damage can occur as sad experience has shown.

Equally clear to my practical readers will be the fact that while water is not flowing at any one dam, no hydro-electric power will be generated there. But the inter-connecting transmission lines from one dam site to another will keep the industries and the population served with light and power. This is a plain matter of electro-mechanics.

Navigation will also be continuous through electric power-operated locks in all seasons.

While power generation and supply are along established lines, the field of light, power and heat applications for commercial, industrial and domestic uses, and which will be opened up further by cheap power, is practically unlimited. New and more extensive uses for electricity in agriculture and farming will doubtless be forthcoming. And the uses of electricity in commerce and industry, as well as in urban homes, has by no means been as yet fully developed, nor could it be while electric generation and supply of power was being done only as a private commercial and profit-taking enterprise. Thus it is at the consumer end of the line that the vast possibilities of the future lie.

Employment Is First Aim

Perhaps some worker who has been suffering enforced idleness for a long

period of time, or just filling in here and there for brief and infrequent intervals, will say that he is not so much interested in a broad survey and generalities as in what the prospects are for immediate employment. In answer to this very practical and pressing question, it can only be stated herein that important boards and staffs are now busy with the details, and in making ready for the quickest possible start in the whole recently enacted recovery legislation and program. And the best the writer can do at the moment is to indicate with reference to the Muscle Shoals project, just how and where the first start will in all likelihood be made. No doubt more details will be made available to members through their JOURNAL as rapidly as known.

The accompanying diagrammatic illustrations are set forth with little other explanation than appears on the face of them. Intelligent practical workers will understand that this is an outline of great development in reclamation projects and national planning, including reforestation, which is of itself an important factor in flood control at watershed sources of waterflow. One of the things that has contributed to devastating floods is the thinning out of sap drawing timber in mountain areas. Soil erosion has followed at an enormous and alarming rate as a result of uncontrolled exploitation of private lumbering and timber cutting, even extending to the sinful cutting of young saplings. Thus will appear the pressing reason for first steps in reforestation which have already begun.

Critics says that the entrance of the government into business on the one hand, and into partnership with business on the other, will destroy individualism in America, which has been its chiefest asset. I would enquire whether the vast sociological experiment can have any other effect upon the individual than to bring home to him an ancient truth which until recently has been too largely regarded as theory rather than practical fact, that he is, indeed, the gainer by co-operation.

In conclusion, I may say that in union there is individual as well as combined strength, that the enlargement of the spirit of brotherhood will build a nobler individual, and that this spirit is not manufactured but impregnated and born into the individual, and who now has an opportunity to come into his natural heritage. Where then is the death of individualism when the spirit of co-operation lives?

COMPANY UNIONS BLOSSOM OVERNIGHT

(Continued from page 318)

no program for the general welfare, no understanding of the obligations to the common good that arise out of power to control the industries of the nation?

"It is not my faith that the managers of industry should be chosen by popular ballot. No man to my knowledge who

had an active part in drafting the National Act, or will play an active part in its administration, is seeking the political socialization of industry. But unless industry is sufficiently socialized by its private owners and managers so that great essential industries are operated under public obligations appropriate to the public interest in them—the advance of political control over private industry is inevitable.

"The great adventure of the Recovery Act lies in this effort to find a democratic and a truly American solution of the problem that has produced dictatorships in at least three great nations since the World War."

GOVERNMENT SHOULD BRING JOB INSURANCE

(Continued from page 327)

The reasons why social legislation should be national in scope rather than left to individual state action, are vital. Mr. Epstein tersely asserts:

"It is anachronistic to proceed with social legislation by state and local units. Unemployment, sickness and old age dependency are not confined to the borders of one locality or one state. Only through federal legislation can many of the present difficulties inherent in state legislation be overcome. Only thus can the burden be equitably distributed, industries be discouraged from migrating to other states to escape the cost of insurance, and the discrimination against citizens who happen to move from one state to another be halted. The advantages of nation-wide legislation are obvious and compelling."

Mr. Epstein is, however, fully aware of the fact that state social insurance legislation in this country will, in all probability, precede national. It is the federal government's task, he declares, to assume the position of leadership in encouraging the states to take this step. It can do so by granting them subsidies for this purpose until we are ready to adopt nation-wide, federally administered insurance. The extension of federal aid to states for social purposes has been employed expediently in the past. It has proved to be a powerful force in stimulating state activity.

Outlines Proper Action

To secure equitable distribution of the burden, the author advocates that employers, employees and the government each contribute to the common fund. The government's portion of the cost, he feels, should be derived from taxes on high incomes, inheritances and corporation surpluses. It is the only system by which the rich can be made to carry their just share of the load. "The highest possible tax on accumulated wealth," he writes, "would never have exacted the toll in capital values and incomes which the depression has taken without benefit to anyone."

With calm, critical insight Mr. Epstein looks the situation squarely in the face as few have dared to do before. A

brief but laudatory introduction by the United States Secretary of Labor, Frances Perkins, is signal evidence of the worthiness of his book. Present efforts in Washington to establish limited working hours and minimum wages is an encouraging move bringing social legislation several steps nearer to its goal.

AN ENGINEER ANALYZES BARE NEUTRAL

(Continued from page 326)

committee probably should not be entered by this Brotherhood in the light of the above, by one or even seven members. It is not by the votes of commercially directed representatives on that committee that justice and safety are to be secured. There is even room for question whether the electrical code of the future can any longer be left to the control of an electrical committee so constituted. All of this will be dealt with further. For the present we recommend to our members that they do not acquiesce locally in ordinance changes or department rulings or in adoption of any national code to permit bare neutrals, and that they consult with their gas-fitting, plumbing and other fellow workers on the questions involved. It

may even be that the industrial control administration may find it necessary to look into the electrical committee constitution and its procedure on this and other subjects, with a view of such changes as the "new deal" clearly demands.

UNION OUTLINES SERVICES TO NATIONAL PLAN

(Continued from page 315)

and ability to aid the United States Government in the Tennessee Valley enterprise. We intend to exercise intelligence, tolerance, and skill in our cooperation with the Tennessee Valley Authority, and we are preparing to make practical suggestions to that group when the fitting moment comes whereby we can aid in the best possible way in making that great project a full success.

Fraternally yours,
D. W. TRACY,
International President.



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I. O.	55364	76	785871	184	444426	309	3925	442	39939
1	74342	77	862051	185	807228	309	72811	444	285508
1	132694	79	879132	186	34694	309	358778	446	634094
1	866062	80	86693	190	637077	311	25674	449	910566
1	963817	81	885021	191	615588	311	740161	453	54187
2	24941	82	48302	193	357544	312	653712	457	759825
4	39202	82	52608	193	852481	313	202174	460	615932
5	3001	83	20836	194	24926	313	449104	461	864056
5	871361	83	30552	194	161494	316	705381	465	839610
6	141156	83	80251	194	784199	317	72307	466	88189
6	848438	84	879859	195	837261	317	113217	466	888601
7	204940	86	7997	196	66001	318	81922	468	666383
7	710943	86	101307	197	583968	318	906329	470	84431
8	580555	86	336541	200	800649	319	114677	471	647711
9	105751	86	815805	201	18108	321	58498	473	621096
9	748151	87	885902	203	630697	321	933904	474	715876
10	627718	88	475054	204	237478	323	721123	480	7933
11	80740	90	726384	205	174492	324	633747	481	22205
11	258726	93	935079	207	688174	325	675443	482	615633
11	877252	94	690778	208	199658	328	648156	483	23793
12	801285	95	640643	208	884257	329	910024	483	584175
14	37175	96	155802	209	600327	332	28511	483	831765
15	864116	96	397449	210	9001	332	48901	488	30925
16	58076	96	682501	210	683942	332	836668	488	623184
17	20931	98	90356	213	46341	333	708742	492	11251
17	50791	98	309679	213	579602	334	5251	492	538472
18	24420	98	322651	214	32369	335	87684	493	660764
18	133117	98	820966	214	160303	338	908467	497	204336
18	842461	99	203715	214	835390	339	558608	500	913671
20	301275	99	883575	215	652231	340	753615	501	124228
20	725505	100	108567	217	56288	341	283864	501	337001
21	253843	101	284461	222	861224	342	644438	501	819379
22	66813	103	16377	223	12001	343	54530	502	673079
22	360976	103	126567	223	643487	344	51174	504	813783
25	3751	103	339242	224	549429	345	888001	507	668191
25	203405	103	823631	226	916615	347	862861	508	429470
25	556388	104	717989	228	644323	348	64635	509	669128
26	25	105	700048	229	625629	348	123033	510	35200
26	205427	106	202754	230	36005	349	335711	514	762101
26	872522	106	628147	230	838875	349	875383	515	631710
26	6751	107	912082	231	931822	350	1176	516	82686
26	671221	108	117712	232	638095	351	197625	517	642101
27	869480	109	41377	232	935401	352	849105	520	911223
30	645651	110	138776	233	646019	353	98760	522	654935
31	59971	110	78001	235	682991	353	695011	526	47347
33	63159	110	833957	236	661390	354	656187	527	636182
34	60447	113	27960	237	88488	356	623426	528	518173
34	778289	113	655260	237	886201	357	53573	530	616080
35	310016	114	48210	238	621451	363	711911	532	760894
35	724167	115	86829	239	678579	368	638840	536	77931
37	458698	116	157181	240	858086	369	203286	537	169320
39	16245	116	161101	241	113727	369	652921	538	18767
39	722454	116	806317	243	139057	370	649675	539	908252
40	23327	117	917462	245	826671	371	624397	544	539846
40	63961	120	319032	246	650443	372	914786	548	621068
40	316473	122	27751	247	318298	373	655809	549	11748
40	361051	124	77284	248	641183	379	51530	549	130285
42	629394	125	69001	252	771975	380	643552	551	66444
43	819939	125	845950	254	43438	382	379944	552	95604
45	13175	127	857377	255	56715	389	79791	555	899400
46	602661	129	304694	256	627163	389	888301	556	340004
48	71251	129	814581	257	916834	390	50928	557	49459
48	845196	130	76501	259	5505	393	638308	558	621606
50	758669	130	355856	259	881417	394	648945	559	85874
51	909779	130	774732	260	20672	395	613223	561	1504
52	103705	131	933303	263	915950	396	28080	561	11771
52	327901	133	440690	264	39290	396	142786	561	66720
52	329401	135	658357	264	78307	396	334651	564	740906
52	817317	136	222606	264	699000	396	373152	565	903199
52	828001	137	215905	265	263509	397	72014	566	65581
52	828883	138	700871	267	61059	397	649920	568	691211
52	829501	139	649322	268	417532	401	911528	569	783383
52	831301	143	301944	269	686036	403	626465	570	16354
53	106501	143	655501	270	86204	405	917763	574	28227
53	744729	145	291292	271	591959	406	680355	574	794516
54	206976	145	801476	275	912394	407	618411	577	910255
54	345463	146	58651	276	571780	408	752851	580	52674
55	917126	150	918367	278	410878	409	773006	583	26355
56	187858	151	28711	280	639435	411	648331	583	910923
56	453557	151	147936	281	402279	413	145221	584	320628
57	173100	152	779401	285	642449	413	832814	584	796823
59	128440	153	147922	286	634924	415	53076	585	618093
59	919071	156	907685	288	790738	415	143740	588	686547
60	835735	158	830845	290	5930	416	91296	591	634377
62	87365	159	572909	291	335794	417	279548	595	23684
64	304377	163	530183	293	72211	421	7501	595	158401
64	646784	164	265611	295	918028	421	188241	595	850119
64	887401	164	268651	296	653107	424	50044	596	440691
65	29451	164	812251	298	870026	425	262062	599	925088
66	34599	169	631595	300	625222	428	549709	599	92401
66	321172	173	651695	301	273985	429	191805	601	931509
67	937201	174	628864	302	24922	429	640160	602	20775
67	634794	176	335580	303	60507	429	885601	602	616484
68	153231	177	333179	305	528377	430	694325	603	644725
68	599235	177	534627	305	42003	431	193159	605	53288
68	72001	178	19096	305	915637	434	56038	607	78202
69	532923	181	691983	306	650168	435	130540	611	27008
72	958537	183	635916	307	628568	435	399256	613	43687
73	880623	184	150923	308	11354	440	913819	613	873246
75	647776			308	379313	441	51866	617	795148

L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS
619	630467	630478	717	533945	534009	940	624104	624134	L. U.
622	584704	584709	719	825094	825120	948	242081	242106	NUMBERS
623	868624	868655	722	549924	549931	948	751254	751299	VOID
625	445963	446053	723	742248	742296	953	912638	912644	1-866095, 119, 149.
629	674531	674588	725	232032	232058	956	83785	83790	9-748281.
630	334807	334822	727	657659	657663	958	657436	657439	11-258765, 773, 791.
631	559212	559248	728	66238	66248	963	38893	38905	833, 844, 877887.
632	209855	209856	729	622567	622562	969	639625	639900	888, 926, 878036.
632	648680	648702	731	632679	632697	971	443214	443217	20-301225, 280, 297.
636	553887	553920	732	26712	26714	987	642931	643200	725574.
640	335152	335172	732	440174	440237	991	914405	914416	25-3883, 4029, 203417.
642	142387	142411	734	10501	10641	995	632361	632379	203420.
644	933007	933025	735	663337	663342	996	65201	65207	27-869488, 491.
646	47532	47538	743	690211	690264	1002	932142	932171	33-63106.
648	149866	149878	757	615807	615831	1024	82530	82534	35-724215.
648	715201	715267	760	72547	72561	1024	682126	682225	40-64082.
649	535131	535180	762	647149	647185	1025	649529	649535	46-602836.
656	210754		763	635590	635613	1029	620853	620888	48-71251, 71286, 71293.
656	654304	654347	770	646396	646452	1032	932703	932711	71321, 71329.
658	39500	39504	772	702410	702414	1036	659818	659829	71382 - 71383.
660	430966	430993	773	654615	654653	1037	23251	23265	845205-206.
661	206108	206120	774	623937	623964	1037	566911	567000	52-327974, 328029.
664	629237	629263	784	639285	639300	1047	697640	697665	828140, 161, 163.
665	21503		784	936001	936002	1054	37424	37430	173, 186 - 187.
665	144088	144090	792	919217	919225	1072	858873	858882	829508, 831313.
665	658911	658947	794	148964	148980	1086	341955	341981	64-887425.
666	707855	707955	794	915387	915485	1087	19654	19657	65-29458.
668	74838	74852	798	954859	954885	1091	636332	636846	66-34599-34600, 799309.
669	241813	241816	802	675683	675690	1095	531777	531806	317, 332.
670	176003	176013	809	49974	49980	1099	645363	645367	67-634580-581, 601-
673	663188	663211	811	64637	64646	1101	341954	341965	602, 622 - 623.
676	83198	83200	817	127764	127766	1108	81757	81762	642-643, 663, 665.
677	89988	89997	817	878556	878797	1118	77377	77393	683-684, 704-705.
679	650245	650247	819	75875	75887	1131	38661	38670	728-729, 746-747.
680	706347	706353	820	50680	50686	1141	21966	21968	777.
681	641778	641802	835	80323	80332	1141	241503	241518	83-20836, 30571, 30594.
683	646980	647010	838	624530	624555	1141	638601	638679	98-322798, 989, 821575.
684	539230	539250	840	622920	622929	1144	81387	81392	103-824214.
685	604051	604072	854	721656	721689	1147	57004		107-912043, 053-054.
686	177476	177494	855	4350	4357	1147	659574	659597	056, 062.
691	908171	908178	857	4706	4740	1154	911784	911801	116-886338.
694	547313	547357	858	886803	886831	1156	668117	668177	125-69247.
695	914164	914187	862	650764	650787				130-76628, 76820.
697	25555	25630	863	907911	907922				164-268673, 812258-259.
697	358135	358220	864	665741	665795				264, 270.
699	42232	42238	865	684382	684435				190-637085.
701	45531	45567	869	441214	441225				194-161533.
702	868193	868165	870	671468	671494				217-56293.
704	212913	212929	873	909352	909362				226-333016, 035, 056.
707	6997	7019	874	643806	643810				091, 112, 142.
707	196482	196500	885	30632	30642				184, 215, 241.
707	891001	891005	885	909162	909180				910512, 554.
709	89194	89204	886	281048	281064				243-139057, 059.
710	652524	652529	892	637388	637399				246-650448, 454.
711	22618	22656	900	597885	597844				259-881420.
714	657355	657364	902	918651	918703				260-20676.
715	83420	83700	912	800	905				269-686038-040.
716	289787	289790	914	170048	170061				308-379320.
716	594631	594770	915	75957	75962				323-721165.
717	4501	4503	918	17795	17807				325-675452.
717	9806	9807	937	672139	672148				340-753686-690.
									347-862890, 893.

LABOR DEPARTMENT GIVES AGGRESSIVE AID

(Continued from page 321)

Department, American Federation of Labor.

CHARLES L. REED,

Assistant to the President, International Brotherhood of Electrical Workers of America.

ISADOR LUBIN,

United States Commissioner of Labor Statistics, Chairman.

APPENDIX—Subcontracting

There can be no escaping the subcontracting situation. There are many general contractors who do practically no direct employing. Some do none at all. There are cases where contracts have been sublet as many as four times, so that the subcontractor who finally had in his control the direct employment of workers was four or five times removed from the original contract. Each step in this process cost an unnecessary expense paid by the workers or the taxpayers, or both.

It is recommended that where contracts for construction are let every lawful method be used to insure the letting of contracts to firms which are

qualified directly to employ workmen and which actually do employ workmen, and we urge this as being in harmony with the aims and purposes expressed in the Recovery Act.

It is further recommended that where subcontracting is permitted, every general contractor who submits a bid should be compelled to state in his bid and as a part thereof the name of each subcontractor whose bid has been used by him in making up his estimate; and that the general contractor who is successful in securing the contract in each such case should be compelled to let the subcontract for each item to the subcontractor whose name has been included relative to that item in his estimate and whose figure has been used by him in compiling that estimate. The practice known as "bid peddling" after contracts have been let should not be permitted under any circumstances.

ECONOMIST URGES NATIONAL LABOR POLICY

(Continued from page 320)

mechanisms of the Federation have not changed in 25 years, and, too, in the experience of other nations, are inadequate to cope with new policies rapidly being shaped. The author makes a number of suggestions for changes in these mechanisms. Among these are:

The Federation needs disciplinary powers over its affiliated unions.

Greater co-ordination between the executive council and the international unions is desired.

More organized research, more systematic analysis of emergency problems and more conscious changing of labor policies in the light of national policies.

Closer affiliation with the U. S. Department of Labor.

The creation of several new departments within the Federation; namely, a department of organization and a department of education.

More rapid absorption of younger men within the movement and within the official family.

This interesting and timely volume is concluded with a large appendix discussing the character and attainments of a number of the larger unions. A section dealing with the International Brotherhood of Electrical Workers is full, comprehensive and fair.

Unless we prevent the ruin of childhood we are preparing an aftermath to the crisis worse than the crisis itself. * * * It is a foolish nation which in an emergency destroys its seed-corn.—Rev. Harry Emerson Fosdick, New York.

ON EVERY JOB *There's a Laugh & Two*

That remark of Hendrick's was just what was needed to resurrect our old pal, the Duke of Toledo, and great is the rejoicing around these parts. Now, Duke, we have made strenuous efforts to get your name on the mailing list with the correct address and if you don't get your Journal, be sure to let us know. We consider ourselves "consarned."

Domestic Science Notes

One of our members upon arriving home saw a contraption on the kitchen table.

"What's this thing?" he asked his wife.

"Oh that," she said, "is a small churn I bought today from a man at the door and from now on I am going to make all our own butter. No more store butter for our table, dear! And I have even ordered the milk man to leave two quarts of butter milk each morning."

EDWARD E. DUKESHIRE,
L. U. No. 245, Toledo.

"What Mountain Dew Does Do"

Some one sent the editor of the Millville Tattler several jugs of mountain dew, and at the same time he received for publication an auction sale notice and a wedding announcement. After a few drinks, this was the result in printing:

"The Brown and Miss Lois Wilkins were disposed of at public auction at my farm two miles from a beautiful cluster of flowers on her breast and four white yearlings before a background of farm implements too numerous to mention in the presence of about 55 guests including eight milch cows, 12 mules, a bob sled and two Mexican burros. The Rev. Holt tied the nuptial knot with 250 feet of hay rope and the bridal couple left on an extended trip to suit the purchaser. They will be at home to their many friends with one good two seated buggy and some kitchen dishes after 12 months from date of sale to responsible parties and a small brood of white leghorn chickens."

G. L. MONSIVE, L. U. No. 595.

The Evolutionary War

A silent litigation is ragin',
Encompassin' the land with rapid pace;
Avowed foes are spectacularly stagin'
The most bloodless struggle of the human race.

The cannons' furious roar shan't pierce the air,
Nor shall blood, with merciless rage, be shed,
For warring forces are fully aware
That by a Master-Warrior the battle's led.

He applies pressure with a mighty arm
To curb men's evil greed n' malicious lust;
To stay sinister hands from spreadin' harm
And the wrongs of their victims to adjust.

May an endeavorin' leader succeed
To Guide the destinies of those in need!

ABE GLICK,
L. U. No. 3, New York City.

The Swirl

Somewhere, throughout this broad grand land,

You'll find some one drawing a bill, a program, a plan.

A bill for this, and a program for that,

A plan for saving song birds from the sprightly cat.

A plan is formulated with a view to legislate,
To abolish aggressive exploitation and human hate.

A plan is advanced at conference, round table chat,

To alleviate navies and the same be scrap't.

A plan for reforestation is promulgated,
So trees shall be planted and henceforth conserved.

A plan is inculcated to foster construction.
While other forces plan with insinuous corruption.

A plan is promoted for unemployment insurance,

And so are games invented to play the game of chance.

We have plans for peace and plans for war,
Plans to teach and plans for law.

Plans to build railroads and plans to build dams,

Plans for planning boards and plans to smoke hams.

Plans for employment and plans to spend,
Plans for enjoyment and plans to lend.

Plans for modification and prohibition seal,
Plans for revision, rescission and repeal.

Plans for the Senate and plans for the House,

Plans for the single and plans for the spouse.

Plans for the rich and the poor in station,
Plans for every person throughout the nation.

Plans for the tinker, tailor, soldier, sailor,
Plans for superlative, mediocre, failure.

Plans for the dentists that teeth extract,
Plans for the banker and plans to be sack't.

Plans for the bear and plans for the lamb,
Plans to grow hair, while others don't give a damn.

Plans for the unholy and plans for the saint,
Plans for the artist for the pictures he will paint.

Plans for the farmer who depends upon God,

Plans for the fisherman trawling for cod.

Plans for the debtor to pay his debt,
Plans for the creditor who is beset.

But the plan mostly yearned for, I herewith pray,

Is the cheerful plan specifying pay day.

So, if you have a plan, you know what I mean?

Be sure it's not a duplication, new, unseen.

Spring it on the public, tell the world;
And you'll find yourself with the others—

in the swirl.

"We don't know where we're going," you may say.

Neither do I, providing, of course, there's a pay day.

So give us a plan where we know where we're at,

And I'll declare a holiday and go on a bat;
Well, I guess that's that.

S'long, where's my hat?

WILLIAM E. HANSON,
Local No. 103, Boston, Mass.

We sure hope he's right!

A Song of Today

Go traveling along, with a new song
Of days that now are brighter.
Be merry, and gay. Come has a new day
To make heavy hearts feel lighter.

With what you have left, don't feel bereft.
Forget all your sorrow, and pain
That depression brought; banish the thought.
Put on the old armor. Fight again!

Prosperity's here to bring us good cheer,
At last it's turned the old corner,
So why be in grief when come has relief?
Don't ever show signs of a mourner.

We made an appeal for a new deal;
We got it, so make it a day
To travel along—be merry with song.
Depression has passed on its way.

WILLIAM T. WURM, Local No. 3.

Good Medicine

"Doctor that was good medicine you prescribed. It did me a world of good."

"I am happy to hear it helped you my good man, and what was the nature of your case? I don't remember."

"Oh, it was not for me Doc, it was for another wireman, and now I have his job."

G. L. MONSIVE, I. O.

Help Wanted—Apple Pickers

I've got a job as foreman of
An apple picking crew;
Where snowy mountains high above,
Meet skies of azure blue.

Upon a ranch in Washington,
Out where men are men;
If you've a bus which still can run,
Come to Peshastin.

I need a thousand pickers here,
The kind who never shirk;
In Wenatchee and Cashmere,
Each fall there's lots of work.

October is the busy time,
With jobs on every hand;
The climate here is most sublime,
Out in the charmed land.

The Delicious and Rome Beauty,
Are big as your head;
Our Editor knows how pretty,
How large and how red.

I'll guarantee a job you'll find,
Along the Wenatchee;
And after that, keep this in mind,
The dam at Grand Coulee.

The Columbia will be dammed,
New orchards will grow;
For Roosevelt has it all planned,
And what he says, WILL GO

WALTER H. HENDRICK, I. O.,
Cotton Wood Ranch, Peshastin Creek,



WE are at the very beginning of the power age. In my judgment we have not yet begun to tap the possibilities of the use of power as a means of increasing the income of our people and of lightening the burdens which fall so heavily upon many of them. This presupposes, however, that power can be sold for lower rates than has thus far been the case. Only in this way is it feasible that power may be used for an infinite variety of uses and with greatest freedom. We may reasonably anticipate that the President's plan for the Tennessee Valley may greatly hasten the day when low-cost power will be a human and a liberating force, bringing with it every manner of economic and social benefit to our people.

DAVID E. LILIENTHAL,
Counsel and Director,
Tennessee Valley Authority.

